

**Chairmanship: Austria**

## **1148th PLENARY MEETING OF THE COUNCIL**

1. Date: Thursday, 1 June 2017  
  
Opened: 10.05 a.m.  
Suspended: 11.45 a.m.  
Resumed: 11.50 a.m.  
Suspended: 1 p.m.  
Resumed: 3.05 p.m.  
Closed: 4.30 p.m.
  
2. Chairperson: Ambassador C. Koja  
Ambassador K. Kögeler  
Mr. J. Heissel

The Chairperson welcomed the new Permanent Representative of Moldova, H.E. Ambassador Victor Osipov and the new Permanent Representative of Finland to the OSCE, H.E. Ambassador Päivi Laivola Donin de Rosière.

Prior to taking up the agenda, the Chairperson, Turkey, Azerbaijan, the United States of America, the Russian Federation, Malta-European Union, Georgia (PC.DEL/710/17 OSCE+), Canada, Switzerland, the Holy See and the OSCE Parliamentary Assembly offered condolences to Afghanistan (Partner for Co-operation) in connection with the terrorist attack in Kabul on 31 May 2017. Afghanistan thanked the Chairperson and the delegations for their expressions of sympathy.

3. Subjects discussed – Statements – Decisions/documents adopted:

Agenda item 1: ADDRESS BY A REPRESENTATIVE OF THE CHAIR OF THE COMMITTEE OF MINISTERS OF THE COUNCIL OF EUROPE, DEPUTY MINISTER OF FOREIGN AFFAIRS

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1 Includes corrections to Permanent Council Decision No. 1252 on approval of the 2017 Unified Budget.

FOR SECURITY AND MULTILATERAL ISSUES OF THE  
CZECH REPUBLIC, MR. IVO ŠRÁMEK

Chairperson, Representative of the Chair of the Committee of Ministers of the Council of Europe (PC.DEL/726/17), Malta-European Union (with the candidate countries Albania, the former Yugoslav Republic of Macedonia, Montenegro and Serbia; the country of the Stabilisation and Association Process and potential candidate country Bosnia and Herzegovina; the European Free Trade Association countries Iceland and Liechtenstein, members of the European Economic Area; as well as Andorra, Georgia, Moldova, San Marino and Ukraine, in alignment) (PC.DEL/716/17), Russian Federation (PC.DEL/731/17), Switzerland (PC.DEL/742/17/Corr.1 OSCE+), Turkey (PC.DEL/730/17 OSCE+), United States of America (PC.DEL/708/17), Kazakhstan (PC.DEL/725/17 OSCE+), Norway (PC.DEL/723/17), Georgia (PC.DEL/724/17 OSCE+), Armenia (PC.DEL/755/17), Ukraine (PC.DEL/722/17), Azerbaijan (PC.DEL/715/17 OSCE+), Moldova, Slovenia, Latvia, Estonia (PC.DEL/728/17 OSCE+)

Agenda item 2:           DECISION ON THE PROGRAMME OFFICE IN  
DUSHANBE

Chairperson

**Decision:** The Permanent Council adopted Decision No. 1251 (PC.DEC/1251) on the Programme Office in Dushanbe, the text of which is appended to this journal.

Chairperson, Malta-European Union (interpretative statement, see attachment 1 to the decision), Russian Federation (interpretative statement, see attachment 2 to the decision), Tajikistan (interpretative statement, see attachment 3 to the decision), United States of America (interpretative statement, see attachment 4 to the decision)

Agenda item 3:           REVIEW OF CURRENT ISSUES

Chairperson

- (a) *Russia's ongoing aggression against Ukraine and illegal occupation of Crimea:* Ukraine (PC.DEL/720/17), Malta-European Union (with the candidate countries Albania, the former Yugoslav Republic of Macedonia and Montenegro; the country of the Stabilisation and Association Process and potential candidate country Bosnia and Herzegovina; the European Free Trade Association countries Iceland, Liechtenstein and Norway, members of the European Economic Area; as well as Georgia and Moldova, in alignment) (PC.DEL/717/17), Switzerland (PC.DEL/743/17 OSCE+), Turkey (PC.DEL/718/17 OSCE+), United States of America (PC.DEL/711/17), Canada (PC.DEL/794/17 OSCE+)

- (b) *Situation in Ukraine and the need to implement the Minsk agreements:* Russian Federation (PC.DEL/736/17), Ukraine, United States of America
- (c) *Violations of the linguistic rights of national minorities in Latvia:* Russian Federation (PC.DEL/735/17), Latvia (PC.DEL/739/17 OSCE+)
- (d) *Murder of Mr. D. Popkov:* Malta-European Union (with the candidate countries Albania, the former Yugoslav Republic of Macedonia and Montenegro; the country of the Stabilisation and Association Process and potential candidate country Bosnia and Herzegovina; the European Free Trade Association country Norway, member of the European Economic Area; as well as Canada, Georgia, Ukraine and the United States of America, in alignment) (PC.DEL/719/17), Russian Federation (PC.DEL/734/17)
- (e) *Continued reports of arrests, unlawful detention, torture and killing of homosexual men by the Chechen authorities:* United States of America (PC.DEL/714/17), Russian Federation (PC.DEL/733/17)
- (f) *International Children's Day, observed on 1 June 2017:* Russian Federation (PC.DEL/732/17), Belarus

Agenda item 4:           DECISION ON APPROVAL OF THE 2017 UNIFIED  
                                  BUDGET

Chairperson

**Decision:** The Permanent Council adopted Decision No. 1252 (PC.DEC/1252/Corr.1) on approval of the 2017 Unified Budget, the text of which is appended to this journal.

Chairperson (Annex 1), Malta-European Union (interpretative statement, see attachment 1 to the decision), United States of America (interpretative statement, see attachment 2 to the decision), Kazakhstan (interpretative statement, see attachment 3 to the decision), France (interpretative statement, see attachment 4 to the decision), Russian Federation (interpretative statement, see attachment 5 to the decision), 2017 OSCE Chairmanship, Austria (interpretative statement, see attachment 6 to the decision)

Agenda item 5:           REPORT ON THE ACTIVITIES OF THE  
                                  CHAIRPERSON-IN-OFFICE

- (a) *Visit of the Special Representative of the OSCE Chairperson-in-Office for the Transnistrian Settlement Process to Moldova on 25 and 26 May 2017:* Chairperson
- (b) *Update on the selection processes for the OSCE Secretary General and for the heads of institutions:* Chairperson

- (c) *Review of applications for the Audit Committee*: Chairperson

Agenda item 6: REPORT OF THE SECRETARY GENERAL

- (a) *Announcement of the distribution of a written report of the Secretary General (SEC.GAL/79/17 OSCE+)*: Head of Conference and Language Services
- (b) *Investigation into the tragic incident of 23 April 2017 involving a patrol of the Special Monitoring Mission to Ukraine (SEC.GAL/79/17 OSCE+)*: Head of Conference and Language Services
- (c) *Visit of the Secretary General to Yerevan on 30 May 2017 (SEC.GAL/79/17 OSCE+)*: Head of Conference and Language Services
- (d) *Participation of the Director of the Office of the Secretary General in the German Protestant “Kirchentag”, held in Berlin from 24 to 28 May 2017 (SEC.GAL/79/17 OSCE+)*: Head of Conference and Language Services
- (e) *Participation of the Secretary General in the 2017 OSCE Youth Conference, held in Málaga, Spain, on 25 and 26 May 2017 (SEC.GAL/79/17 OSCE+)*: Head of Conference and Language Services, Spain (Annex 2)
- (f) *Appeal for financial contributions to the OSCE Academy in Bishkek (SEC.GAL/79/17 OSCE+)*: Head of Conference and Language Services

Agenda item 7: ANY OTHER BUSINESS

- (a) *Ambassadorial trip to Ukraine from 28 to 31 May 2017*: France
- (b) *Fourth Istanbul Conference on Mediation to be held on 30 June 2017*: Turkey
- (c) *Invitation to the conference “Safety of journalists – new challenges and responses”, to be held in Vilnius on 3 July 2017*: Lithuania
- (d) *Meeting of the Normandy Format, held in Berlin on 30 May 2017*: Germany (also on behalf of France)
- (e) *Meeting of the Asian Contact Group, to be held on 9 June 2017*: Germany

4. Next meeting:

Thursday, 8 June 2017, at 10 a.m., in the Neuer Saal



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**1148th Plenary Meeting**

PC Journal No. 1148, Agenda item 4

**STATEMENT BY THE CHAIRPERSON**

Dear colleagues,

We have just adopted a budget for the year 2017, almost six months into the year and into the Austrian OSCE Chairmanship. I would like to explicitly thank everyone who has made this decision possible and for the constructive approach of participating States in finally reaching a compromise for this year's budget.

However, we should not be proud of ourselves or rejoice at the fact that we have taken this decision today, on 1 June 2017. The executive structures have been working with monthly allotments for the past two months, a challenge for planning purposes, certainty for OSCE staff, and the implementation of the programmatic priorities we as participating States have endorsed.

This has been a difficult year for the OSCE. We have been facing many challenges, which directly reflected on budget negotiations. On a few issues we managed to move forward, yet for others a solution could not be found. And there are still concerns that require our further attention. Let me reiterate that the Chairmanship has been doing its best to facilitate dialogue with the aim of resolving all outstanding issues, within the limits of consensus. The final responsibility for making progress lies with you, the participating States.

As the current Chairmanship, our key priority and goal for the year 2017 has always been to strengthen the OSCE and its comprehensive approach to security by providing it with necessary financial and human resources for the fulfilment of the important tasks we entrust the Organization with. This unique organization and platform for dialogue, co-operation and security provides good value for money – no, I would say *great* value for money – in assisting us to implement OSCE commitments in all three dimensions, despite decreases in resources year after year.

We are concerned that the OSCE's autonomous institutions, namely, the High Commissioner on National Minorities (HCNM), the Representative on Freedom of the Media (RFoM) and the Office for Democratic Institutions and Human Rights (ODIHR), continue to face zero nominal growth, which represents a real decrease in their budgets. In times of increasing challenges, we see a growing demand from the participating States for their assistance. For this reason, the institutions must be provided with sufficient resources so that

they can provide expert assistance to us all and support our reform efforts across the whole spectrum of OSCE activities.

Furthermore, we regret that the major part of the decrease in the OSCE budget is due to reductions in the budget of field operations. The OSCE's activities in the field are the asset of this Organization. Rather than to further reduce their resources, we should strengthen them and provide them with the means necessary to efficiently implement their mandates in co-operation with and for the benefit of the host countries.

To our regret, the budget also includes resources related to discontinuation of the OSCE Office in Yerevan. However, we hope that OSCE's support to Armenia in all dimensions of security will continue. We are convinced that options for an alternative OSCE engagement in Armenia, and in the other countries of the South Caucasus region, should be further explored in depth.

Contributing towards defusing existing conflicts remains one of our main priorities, and we believe that is a priority to all of us in this Organization. The role of the Secretariat, in particular the Conflict Prevention Centre, is of utmost importance in this respect and deserves a special mention. Earlier this year we strengthened the budget of the OSCE's Special Monitoring Mission to Ukraine and the Chairmanship will continue to push for a bigger footprint, more effective use of technology, and a wider area of operations. Providing an adequate budget is an important sign when it comes to the OSCE's engagement with regard to conflicts, also the Transdniestrian settlement process, in which the OSCE Mission to Moldova plays a vital role, as well as the OSCE's involvement in the Geneva International Discussions and related activities.

For the Chairmanship, the adoption of the budget is a clear indication that the Organization stands fully behind the work of the Personal Representative of the OSCE Chairperson-in-Office on the Conflict Dealt with by the OSCE Minsk Conference, the High-Level Planning Group, and the Co-Chairs of the Minsk Group – forming the Minsk Process. We therefore appreciate the constructive approach of the interested delegations in this context and are certain to say that raised concerns were taken into account. In his statement on 31 March, the Chairperson-in-Office called for the sides to renew engagement in the political settlement process, and to refrain from any actions that jeopardize the ceasefire. The elements of the Minsk Process are essential for working for peace and therefore should be further strengthened. The Chairperson-in-Office had also made it clear that the "Chairmanship stands ready to contribute to the efforts of the sides to further advance and implement the agreements reached during the summits in Vienna and St. Petersburg in 2016." We will follow up on this commitment accordingly.

Once again, I would like to thank all those who have worked so tirelessly to achieve consensus on the budget 2017, namely, the team of our Advisory Committee on Management and Finance (ACMF), the OSCE Secretariat and all the executive structures, and also our late colleague Hans-Michael Plut, to whom we wish to dedicate this budget.

This statement will be attached to the journal of the day.



**Organization for Security and Co-operation in Europe  
Permanent Council**

PC.JOUR/1148/Corr.1  
1 June 2017  
Annex 2

ENGLISH  
Original: SPANISH

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**1148th Plenary Meeting**  
PC Journal No. 1148, Agenda item 6(e)

## **STATEMENT BY THE DELEGATION OF SPAIN**

Mr. Chairperson,

The OSCE Conference on Youth and Security took place in Malaga on 25 and 26 May under the title “Working with youth for youth: strengthening security and co-operation online”.

It brought together some 200 participants, half of them young persons between the ages of 18 and 29, along with representatives of the participating States and Partners for Co-operation, OSCE executive structures, civil society, and the business and academic worlds.

On behalf of the Government of Spain, I should like to thank the participating States for their support and the young persons and delegates for their participation in the Conference. I should particularly like to thank the Secretary General for his commitment and the stimulus his active involvement provided for the young participants. I should also like to extend our thanks to the staff of the Secretariat and the Office for Democratic Institutions and Human Rights, its Director and the Chairmanship-in-Office for their support and active involvement through the Special Representatives on Youth, and to all the facilitators, experts and speakers, whose commitment and effort contributed to the success of the Conference.

The Conference was opened by the Spanish Minister of Health, Social Services and Equality, Dolors Monserrat, the OSCE Secretary General, Lamberto Zannier, and the Special Representative for the Austrian OSCE Chairmanship 2017, Ambassador Christian Strohal, who all stressed the growing need to involve young persons in confronting security challenges in our societies, particularly those that primarily impact youth.

The Conference had two high-level sessions: “Support and empowerment of youth: challenges and opportunities for young generations” and “Building security together: increasing the participation of youth”, in which the high-level participants, including a number of deputy ministers, discussed challenges confronting youth with the young participants. The discussions acknowledged the important role of youth in prevention and consolidating peace, preventing radicalization and extremism, and creating more tolerant and inclusive societies. There were numerous references to United Nations Security Council resolution 2250 on youth, peace and security, which is a milestone within this agenda and a

model for its development. The great potential of youth and its capabilities, and the need to promote its participation in local, national and international arenas were also emphasized.

Afterwards, the young participants in the Youth Forum split up into six working groups, ensuring a geographical and gender balance, to deal with six thematic areas in the three OSCE dimensions. The first dimension was considered in the groups discussing “Youth, peace and security” and “Youth and social media: countering radicalization and extremism”; the second dimension in the groups discussing “Cybersecurity and the economic impact of malware” and “Youth environmental platforms: creating a sustainable world”; and the third dimension in the groups discussing “Promoting tolerance and countering disinformation online” and “Youth political participation”.

The working groups produced 22 proposals that were voted on by the young participants themselves at the plenary session of the Youth Forum, leading to a final Decalogue of recommendations.

The Conference closed with a plenary session attended by two Special Representatives of the OSCE Chairperson-in-Office on Youth and Security and the OSCE Project Co-ordinator in Ukraine, Ambassador Vaidotas Verba. During this session, six young participants presented the Decalogue of recommendations on behalf of the Youth Forum, with a request for their follow-up, inclusion and implementation to be considered by the OSCE. They asked Spain, as Chair of the Group of Friends of Youth and Security, to bring the recommendations to the attention of the participating States and Partners for Co-operation. During this session, the official delegations had the opportunity to speak in their national capacity and make a substantive contribution to the discussion.

It should also be mentioned that prior to the Conference an online platform was set up to enable the young participants to initiate discussion within each of the working groups with the assistance of the facilitators and experts. The platform was seen as a highly positive experience. For that reason and in response to requests made during the Conference to keep the platform open as a communications channel for OSCE youth and a forum for discussion and information on the youth and security agenda, Spain has undertaken to manage it until it can find a permanent home.

In conclusion, I should like to announce that the Malaga Decalogue will be officially distributed today and can also be found on the previously mentioned platform. I urge the delegations in their own interest to consider the recommendations and explore ways of incorporating them in the OSCE’s work. A copy of the final conference report will be circulated to all participating States and Partners for Co-operation once it has been completed.

As representative of Spain, which hosted the Conference, and Chairperson of the Group of Friends of Youth and Security, it has been a great pleasure for me to speak at this meeting, not only about the success of the Conference but also about its concrete results and how they might be followed up. Thank you.

Mr. Chairperson,

I request that this statement be appended to the journal of the day.



**1148th Plenary Meeting**

PC Journal No. 1148, Agenda item 2

**DECISION No. 1251  
PROGRAMME OFFICE IN DUSHANBE**

The Permanent Council,

Recalling the decision of the CSCE Rome Council Meeting (1993), the Istanbul Document of 1999 (Charter for European Security), and Permanent Council Decisions No. 59, No. 109, No. 459, No. 500/Corrected reissue and No. 852,

Appreciating the work done by the OSCE Mission to Tajikistan, subsequently the OSCE Centre in Dushanbe and then the OSCE Office in Tajikistan, to assist the Republic of Tajikistan in implementing OSCE principles and commitments,

Welcoming the fruitful co-operation between the OSCE and the Republic of Tajikistan thus far,

Acknowledging the willingness of the Government of the Republic of Tajikistan to continue such co-operation and advance progress in implementing OSCE principles and commitments,

Recognizing the wish of the Government of the Republic of Tajikistan to modify the OSCE field operation in its country to take account of substantial developments in the Republic of Tajikistan as well as in the region over recent years,

Decides that:

1. The OSCE Office in Tajikistan is hereby transformed into the “OSCE Programme Office in Dushanbe”, with effect from 1 July 2017;
2. The OSCE Programme Office in Dushanbe, hereinafter referred to as “the Office”, will be active in the following areas:
  - (a) Promotion of the implementation of OSCE principles and commitments, as well as the co-operation of the Republic of Tajikistan within the OSCE framework, in all OSCE dimensions;
  - (b) Assisting the Republic of Tajikistan in its efforts to ensure security and stability through, *inter alia*, further police reform, countering and preventing terrorism and

violent extremism, combating organized crime and drug trafficking, tackling other transnational threats and challenges, and addressing OSCE commitments within the framework of the OSCE Forum for Security Co-operation;

- (c) Supporting the efforts of the Republic of Tajikistan aimed at further economic and environmental development through, *inter alia*, further improvement of business and trade opportunities, development of energy and transport, good governance and combating corruption, as well as the protection of the environment, water resource management and disaster risk reduction;
- (d) Assisting the Republic of Tajikistan in, *inter alia*, further developing civil society, human rights and the rule of law, gender equality, strengthening democratic institutions, and freedom of the media;
- (e) Facilitation of contacts and promotion of an information exchange with the OSCE Chairperson-in-Office and OSCE structures;
- (f) Liaison and close co-operation with the other OSCE field operations in the Central Asian region in order to maintain the coherence of the regional approach of the OSCE, and implementation of relevant activities to that end;
- (g) Continuation of efforts aimed at building national capacity and expertise within its area of responsibility in order to facilitate an efficient transfer of tasks to the Republic of Tajikistan;

3. The activities of the Office are conducted on the basis of a strong mutual understanding and are carried out on the basis of a jointly developed annual plan of programmes and projects, aimed at the performance of the above-mentioned tasks. All programmes and projects, including those financed from extrabudgetary sources, are implemented in close co-operation and consultation with the Government of Tajikistan;

4. The Office ensures full transparency in the use of budgetary resources, including extrabudgetary resources, in full compliance with the OSCE Common Regulatory Management System. It submits to the host State the Unified Budget Proposal and Programme Budget Performance Report as well as the OSCE Report and Financial Statements and the Report of the External Auditor according to a time schedule of regular consultations to be agreed upon with the Ministry of Foreign Affairs of the Republic of Tajikistan;

5. The Office will perform its tasks and carry out its activities in a transparent manner and in full respect of the national legislation of the host State. It will provide regular reports to the Permanent Council related to the implementation of its mandate;

6. The existing operational modalities (Task Force) shall be reviewed and mutually agreed on between the Ministry of Foreign Affairs of the Republic of Tajikistan and the Office;

7. The Head of the Office is appointed in accordance with OSCE Staff Rules and Staff Regulations;

8. The Office's headquarters will be located in Dushanbe. Activities will be implemented in the regions of the Republic of Tajikistan in accordance with paragraph 3 above;
9. The juridical aspects of the Office shall be specified in a new separate Memorandum of Understanding between the Government of the Republic of Tajikistan and the OSCE;
10. Pending adoption of a decision on the basis of a revised 2017 Unified Budget Proposal, the Office is authorized to use the resources allocated to the OSCE Office in Tajikistan for 2017;
11. This mandate will apply until 31 December 2017 and its extension or any amendments to it will be subject to a new decision of the Permanent Council to be taken on the basis of an annual review by the Permanent Council of the activities of the OSCE field presence in Dushanbe and the relevance of its mandate to current realities.

**INTERPRETATIVE STATEMENT UNDER  
PARAGRAPH IV.1(A)6 OF THE RULES OF PROCEDURE  
OF THE ORGANIZATION FOR SECURITY AND  
CO-OPERATION IN EUROPE**

The delegation of Malta, in its capacity as EU Presidency, passed the floor to the representative of the European Union, who delivered the following statement:

“In connection with the Permanent Council decision on an OSCE Programme Office in Dushanbe, the European Union and its Member States would like to make the following interpretative statement under the relevant provisions of the Rules of Procedure:

The European Union advocates for strong and broad mandates for OSCE presences. Nevertheless, the European Union has joined consensus on this decision as we welcome the continuation of the valuable work of the OSCE presence in Tajikistan, now called the OSCE Programme Office in Dushanbe. The new mandate affirms a renewed commitment and ownership of the host country. We expect it to be the basis for strengthened and constructive co-operation between the OSCE and the host country.

The OSCE has had field presences in Tajikistan since 1995 which have carried out valuable work. The EU considers OSCE field presences an important tool, as they support host countries in implementing their OSCE commitments to the benefit of the host country – both its government and, most importantly, its people.

We have been reassured that the work of the Office will cover all three dimensions, contributing to efforts to promote and enhance comprehensive security and stability. In this context, we understand the list of priority areas in operative paragraph two as non-exhaustive and consider that the three dimensions are given equal weight.

We regret the closure of the five field offices. We consider the OSCE’s presence throughout the country and support which it lends to local populations as a strong asset and added value of the OSCE compared to other international organizations. We understand that the OSCE’s activities will continue to be carried out across the whole of the country and call on the Tajik authorities to fully use the OSCE’s expertise and support including at the regional and local level.

It is essential for the successful work of an OSCE presence, to be able to work freely with civil society. We fully expect therefore that access to NGOs will be unhindered, and that co-operation with the OSCE field presence and structures will have no detrimental consequences for NGOs. We thus positively note statements made by the authorities in the

course of the negotiations that these exchanges will continue, as is current practice also under the existing operational modalities.

Finally, the wish for more ownership is reflected in the mandate by several references to close co-operation and consultation with the government and a review of the operational modalities. We see the Task Force as a best practice example that should further enhance co-operation and facilitate the work of the Office. It should not, under any circumstances, lead to undue delays in the work of the Office. We underline that issues relating to staffing and the budget will have to be decided in line with established OSCE procedures.

The European Union welcomes the continued OSCE presence in Tajikistan and encourages the government to develop its co-operation with the OSCE to its full potential, making use of the OSCE's good offices and expertise as the biggest regional security arrangement under Chapter VIII of the UN Charter.

The European Union takes note that the new mandate has been reflected in the 2017 Unified Budget proposal.

In closing, let me thank the Personal Envoy of the Chairperson-in-Office, Ambassador Markus Mueller, for his efforts in bringing this matter to consensus in the Permanent Council.

I request that this interpretative statement be attached to the decision and to the journal of the day.”

The candidate countries the former Yugoslav Republic of Macedonia<sup>1</sup>, Montenegro<sup>1</sup>, Serbia<sup>1</sup> and Albania<sup>1</sup>, the country of the Stabilisation and Association Process and potential candidate Bosnia and Herzegovina, and the EFTA country Norway, member of the European Economic Area, as well as Ukraine and Georgia align themselves with this statement.

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1 The former Yugoslav Republic of Macedonia, Montenegro, Serbia and Albania continue to be part of the Stabilisation and Association Process.

PC.DEC/1251

1 June 2017

Attachment 2

ENGLISH

Original: RUSSIAN

**INTERPRETATIVE STATEMENT UNDER  
PARAGRAPH IV.1(A)6 OF THE RULES OF PROCEDURE  
OF THE ORGANIZATION FOR SECURITY AND  
CO-OPERATION IN EUROPE**

By the delegation of the Russian Federation:

“Having joined the consensus regarding the Permanent Council decision on the adoption of the mandate of the OSCE Programme Office in Dushanbe, the Russian Federation assumes that the work of this Office will be developed in strict accordance with the provisions of the approved mandate, including the priority areas of co-operation set out in that document.

We underscore the sovereign right of States hosting OSCE field missions to determine independently the scope of the work of such presences and the forms of interaction with them. Any imposing of project and other activities or forms of co-operation constitutes interference in the internal affairs of the State.

As the host State, the Republic of Tajikistan has the right to the deciding vote in agreeing on areas of practical assistance from the OSCE Programme Office, which should be aimed at building the country’s national capacity.

Guided by the provisions of paragraph 41 of the Charter for European Security, the Russian Federation recalls that OSCE field presences on the ground should facilitate the development of national capacity and expertise by transferring the relevant knowledge and experience to the host countries. The activity of the missions is not of an indefinite duration and should be completed as this task is accomplished. We note that this principle is clearly set out in paragraph 2(g) of the Permanent Council decision on the new mandate of the OSCE Programme Office in Dushanbe. We call on the Office to adhere strictly to this philosophy and report regularly to the Permanent Council on the implementation of this paragraph.

We request that this statement be appended to the decision adopted, and included in the journal of the day.”

**INTERPRETATIVE STATEMENT UNDER  
PARAGRAPH IV.1(A)6 OF THE RULES OF PROCEDURE  
OF THE ORGANIZATION FOR SECURITY AND  
CO-OPERATION IN EUROPE**

By the delegation of Tajikistan:

“Mr. Chairperson,

In connection with the adoption of the decision on the Programme Office in Dushanbe the delegation of the Republic of Tajikistan would like to make the following interpretative statement under paragraph IV.1(A)6 of the OSCE Rules of Procedure.

Tajikistan is grateful to participating States for constructive approach during discussions on transformation of this field operation. Tajik side highly appreciates efforts of the Austrian Chairmanship to facilitate this process through the appointment of Ambassador Markus Müller as a special envoy for the work of the field operations in Kyrgyzstan and Tajikistan.

It is important to note, that the delegation of Tajikistan had raised several times the issue of the further necessity of transformation of the OSCE field presences in the OSCE region and adjustment of their activities to the evolving priorities and needs of the host countries.

The newly adopted mandate should be considered as an effort by Tajikistan to contribute to the further strengthening the effectiveness, efficiency and transparency of all OSCE field activities in order to avoid it further deterioration into the crisis of the Organization.

Mr. Chairperson, I kindly request that this interpretative statement be attached to the decision and to the journal of the day.

Thank you, Mr. Chairperson.”

**INTERPRETATIVE STATEMENT UNDER  
PARAGRAPH IV.1(A)6 OF THE RULES OF PROCEDURE  
OF THE ORGANIZATION FOR SECURITY AND  
CO-OPERATION IN EUROPE**

By the delegation of the United States of America:

“Thank you, Mr. Chairperson.

In connection with the adoption by the Permanent Council of the decision for the mandate of the OSCE Programme Office in Dushanbe, the United States would like to make the following interpretative statement under paragraph IV.1(A)6 of the OSCE Rules of Procedure.

The United States has joined consensus on the new mandate for the OSCE field presence in Tajikistan, now called the Programme Office in Dushanbe. We do so with the understanding that the new mandate will not be used to restrict the autonomy of the Office and its ability to respond flexibly to challenges or issues as they arise, and to engage in meaningful activity that addresses the full range of OSCE commitments. We also join consensus with the understanding that the Office will continue to freely co-operate and exchange information with academia, civil society, and other OSCE structures, and to work throughout the country.

Hosting an OSCE presence is an opportunity for a participating State to demonstrate leadership and good faith in working toward full implementation of OSCE commitments. In order to provide practical support in this regard, an OSCE field presence must be able to engage with the host government, academia, and civil society, and raise shortcomings and gaps in implementation honestly and straightforwardly. It also must be free to pursue openly and honestly its mandate to support implementation of the full range of OSCE commitments. These are not concerns limited to Tajikistan; they are operational principles essential to maintaining the integrity and effectiveness of any OSCE field presence.

The Government of Tajikistan has repeatedly assured other participating States that it desires strong collaboration with the OSCE. We welcome this sentiment. The United States looks forward to the Government of Tajikistan working collaboratively with the Programme Office, including through consultations on an annual plan of programmes and projects to be developed across all three dimensions of the OSCE’s comprehensive security concept. While we regret the closure of the OSCE Office in Tajikistan’s field offices, we also look forward to the continuation of projects throughout the country.

We continue to believe that the Border Management Staff College (BMSC), to which we are a major donor, should be funded from the Unified Budget. The BMSC offers training to professionals from many OSCE participating and Partner States, not just those from Tajikistan. The delay in negotiating a new mandate for the OSCE field presence this year demonstrated clearly the tenuous nature of having the BMSC continue as simply an extrabudgetary project of the Programme Office. As Tajikistan has repeatedly expressed its support for hosting the BMSC, we hope that we can resolve this issue for the 2018 Unified Budget.

I request that this interpretative statement be attached to the decision and to the journal of the day.

Thank you, Mr. Chairperson.”

**1148th Plenary Meeting**

PC Journal No. 1148, Agenda item 4

**DECISION No. 1252**  
**APPROVAL OF THE 2017 UNIFIED BUDGET**

The Permanent Council,

I. Acting in accordance with the relevant provisions of the Financial Regulations and Permanent Council Decision No. 553 of 27 June 2003,

1. Approves the 2017 Unified Budget contained in Annex I;
2. Approves the 2017 Unified Budget Post Table contained in Annex II;

II. Taking into account relevant Ministerial Council Decisions, *inter alia*, No. 18/06 on further strengthening the effectiveness of OSCE executive structures and No. 19/06 on strengthening the effectiveness of the OSCE,

Taking into account Permanent Council Decision No. 705 of 1 December 2005 on the Common Regulatory Management System (CRMS), and striving to contribute to strengthening the efficiency, effectiveness and transparency of the OSCE,

Taking into account Permanent Council Decision No. 1216 of 21 July 2016 on amending OSCE Staff Regulations and the recommendations contained therein,

Underlining the importance of the oversight of the OSCE's administrative and financial activities exercised by the participating States, and recalling Permanent Council Decision No. 552 of 27 June 2003, setting out the responsibilities of the Advisory Committee on Management and Finance (ACMF),

Taking into consideration financial constraints faced currently by the participating States and reiterating that any request for a supplementary budget during a financial year shall be met, wherever reasonable, by reallocating existing resources, and

Taking note of the report of the Secretary General to the Permanent Council on local staff income taxation, SEC.GAL/122/13 of 28 June 2013, its update, SEC.GAL/136/14 of 28 August 2014, the Chairmanship Conference on Local Staff Income Tax held on 2 September 2014 as well as document PC.ACMF/63/16 of 7 November 2016,

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1 This corrigendum corrects technical errors on pages 5 and 10 of Annex II.

1. Undertakes to continue efforts, including throughout the Unified Budget cycle in 2017, to focus, streamline and prioritize the work of the OSCE across the three dimensions in those areas where it has comparative advantage;
2. Tasks the Secretariat and the ACMF to continue efforts to improve further the programme and budget planning process and the evaluation process within the OSCE, including through sharing Key Performance Indicators with participating States, with a view to discussion in the ACMF;
3. Tasks the fund managers to ensure full compliance of their programme activities, in accordance with the body of the OSCE principles, commitments and decisions as well as their respective mandates;
4. Tasks all fund managers to distribute an open-ended list of Unified Budget projects to be undertaken and funded within the 2017 Unified Budget. The project list may be further supplemented by the fund managers within their respective funds, as appropriate, and an updated list should be issued to participating States twice a year;
5. Tasks the ACMF to make a recommendation to the Permanent Council on the revision of the budget of the OSCE field operation in Tajikistan, no later than 31 December 2017;
6. Tasks the OSCE Secretariat to implement the new methodology of calculation of the board and lodging allowance (BLA) for Unified Budget funded field operations as per PC.ACMF/20/17/Rev.1 of 18 May 2017, with a view to more closely reflecting both efficiencies as well as alignment with cost indicators provided through the UN Common System;
7. Tasks the ACMF, in co-ordination with the Chairmanship, to review the BLA methodology of the Office of the Personal Representative of the OSCE Chairperson-in-Office on the Conflict Dealt with by the OSCE Minsk Conference with a view to exploring how to align this BLA with those of other Unified Budget funded field operations;
8. Tasks the ACMF and the Chairmanship, in co-ordination with the Secretary General, to continue discussions on possible solutions on local staff income tax with a view to ensuring full compliance with the OSCE Staff Regulations and Staff Rules;
9. Calls upon participating States to reach an agreement on future Scales of Contributions starting from 2018.

## THE 2017 UNIFIED BUDGET

<u>Fund</u>		
Main Programme		
Programme		EUR
<b><u>I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS</u></b>		
<b><u>The Secretariat</u></b>		
<b>Secretary General and Central Services</b>		
A.1.1	Executive Management	1,201,000
A.1.2	Security Management	539,800
A.1.3	External Co-operation	739,000
A.1.4	Legal Services	645,000
A.1.5	Communication and Media Relations Section	1,363,000
A.1.6	Conference and Language Services	5,409,900
A.2.1	Records Management	324,300
A.2.2	The OSCE Documentation Centre in Prague	425,200
B.4.1	Gender Issues	<u>426,800</u>
	<b>Total</b>	<b>11,074,000</b>
<b>Chairman-in-Office</b>		
A.1.1	Short Term Mission/Visits of CiO and PR of the CiO	550,000
A.1.2	Advisory Committee on Management and Finance (ACMF)	15,000
A.1.3	Panel of Adjudicators	39,000
A.1.4	Audit Committee	49,200
A.1.5	External Auditors	<u>100,000</u>
	<b>Total</b>	<b>753,200</b>
<b>Internal Oversight</b>		
A.1.1	Internal Oversight	<u>1,677,100</u>
	<b>Total</b>	<b>1,677,100</b>
<b>Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings</b>		
B.4.1	Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	<u>1,003,300</u>
	<b>Total</b>	<b>1,003,300</b>
<b>Addressing Transnational Threats</b>		
B.4.1	Co-ordination of TNT Activities	582,500
B.4.2	Strategic Police Matters Unit	737,800
B.4.3	Action against Terrorism	889,500

## THE 2017 UNIFIED BUDGET (continued)

<u>Fund</u>	<b>EUR</b>
<b>Main Programme</b>	
Programme	
B.4.4	<u>745,700</u>
<b>Total</b>	<b>2,955,500</b>
<b>Activities Relating to the Economic and Environmental Aspects of Security</b>	
B.2.1	1,817,800
B.2.2	<u>444,200</u>
<b>Total</b>	<b>2,262,000</b>
<b>Conflict Prevention</b>	
A.1.1	447,800
A.1.2	1,398,800
A.1.3	942,900
A.1.4	498,200
B.1.1	41,700
B.1.2	723,100
B.1.3	<u>598,200</u>
<b>Total</b>	<b>4,650,700</b>
<b>Human Resources Management</b>	
A.2.1	480,500
A.2.2	1,360,200
A.2.3	<u>1,834,300</u>
<b>Total</b>	<b>3,675,000</b>
<b>Department of Management and Finance</b>	
A.2.1	689,000
A.2.2	1,410,100
A.2.3	4,311,900
A.2.4	<u>2,377,800</u>
<b>Total</b>	<b>8,788,800</b>
<b>Total for the Secretariat</b>	<b>36,839,600</b>
<b><u>Office for Democratic Institutions and Human Rights</u></b>	
A.1.1	1,286,400
A.2.1	2,951,000
B.3.1	603,000
B.3.2	1,511,500
B.3.3	1,232,200
B.3.4	6,480,200

**THE 2017 UNIFIED BUDGET (continued)**

<b>Fund</b>		
<b>Main Programme</b>		
<b>Programme</b>		<b>EUR</b>
B.3.5	Tolerance and Non-Discrimination	1,431,300
B.3.6	Roma and Sinti Issues	<u>549,600</u>
	<b>Total</b>	<b>16,045,200</b>
<b><u>High Commissioner on National Minorities</u></b>		
A.2.1	Fund Administration Unit	574,500
B.1.1	Office of the High Commissioner	<u>2,833,100</u>
	<b>Total</b>	<b>3,407,600</b>
<b><u>Representative on Freedom of the Media</u></b>		
A.1.1	Freedom of the Media	<u>1,481,600</u>
	<b>Total</b>	<b>1,481,600</b>
<b>TOTAL FOR FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS</b>		<b>57,774,000</b>
<b><u>II. FUNDS RELATED TO OSCE FIELD OPERATIONS</u></b>		
<b><u>Augmentations</u></b>		
<b>Secretariat Augmentations</b>		
A.1.1	Communication and Media Relations Section	311,400
A.1.2	Internal Oversight	16,100
A.1.3	Policy Support Service	359,700
A.1.4	Operations Service	197,400
A.2.1	HR Services	293,500
A.2.2	Talent Management	337,000
A.2.3	Management and Co-ordination	103,800
A.2.4	Budget and Finance Services	690,000
A.2.5	Information and Communication Technology Services	983,600
A.2.6	Mission Support Service	<u>1,031,900</u>
	<b>Total</b>	<b>4,324,400</b>
<b>ODIHR Augmentation</b>		
B.3.1	ODIHR Democratization	<u>234,100</u>
	<b>Total</b>	<b>234,100</b>
	<b>Total for Augmentations</b>	<b>4,558,500</b>

## THE 2017 UNIFIED BUDGET (continued)

<u>Fund</u>	<b>EUR</b>
<b>Main Programme</b>	
Programme	
<b>SOUTH-EASTERN EUROPE</b>	
<b><u>Mission in Kosovo</u></b>	
A.1.1 Office of Head of Mission	2,834,900
A.2.1 Fund Administration Unit	5,494,300
B.1.1 Security and Public Safety	1,490,100
B.3.1 Democratization	1,918,800
B.3.2 Human Rights and Communities	<u>5,772,400</u>
<b>Total</b>	<b>17,510,500</b>
<b><u>Mission to Bosnia and Herzegovina</u></b>	
A.1.1 Office of Head of Mission	2,165,000
A.2.1 Fund Administration Unit	3,992,500
A.2.2 Shared Service Centre, ICT Help Desk	129,700
B.3.1 Human Dimension	<u>5,086,400</u>
<b>Total</b>	<b>11,373,600</b>
<b><u>Mission to Serbia</u></b>	
A.1.1 Office of Head of Mission	981,600
A.2.1 Fund Administration Unit	1,695,600
B.1.1 Police Affairs	930,300
B.3.1 Democratization	1,153,900
B.3.2 Media	419,400
B.3.3 Rule of Law and Human Rights	<u>1,057,200</u>
<b>Total</b>	<b>6,238,000</b>
<b><u>Presence in Albania</u></b>	
A.1.1 Office of Head of Mission	474,300
A.2.1 Fund Administration Unit	990,300
B.1.1 Security Co-operation	356,300
B.2.1 Governance in Economic and Environmental Issues	300,300
B.3.1 Democratization	430,500
B.3.2 Rule of Law and Human Rights	<u>341,000</u>
<b>Total</b>	<b>2,892,700</b>
<b><u>Mission to Skopje</u></b>	
A.1.1 Office of Head of Mission	928,100
A.2.1 Fund Administration Unit	1,816,200
B.1.1 Public Safety and Community Outreach	1,854,200

## THE 2017 UNIFIED BUDGET (continued)

<u>Fund</u>	<b>EUR</b>
<b>Main Programme</b>	
Programme	<b>EUR</b>
B.3.1 Human Dimension	<u>1,844,100</u>
<b>Total</b>	<b>6,442,600</b>
 <b><u>Mission to Montenegro</u></b>	
A.1.1 Office of Head of Mission	325,600
A.2.1 Fund Administration Unit	661,100
B.1.1 Security Co-operation	346,700
B.3.1 Democratization	393,400
B.3.2 Media	173,600
B.3.3 Rule of Law and Human Rights	<u>245,800</u>
<b>Total</b>	<b>2,146,200</b>
 <b>Total for South-Eastern Europe</b>	 <b>46,603,600</b>
 <b>EASTERN EUROPE</b>	
 <b><u>Mission to Moldova</u></b>	
A.1.1 Office of Head of Mission	414,900
A.2.1 Fund Administration Unit	817,800
B.1.1 Conflict Prevention/Resolution	474,400
B.3.1 Human Rights Monitoring/Democratization	295,600
B.3.2 Anti-Trafficking/Gender	<u>261,300</u>
<b>Total</b>	<b>2,264,000</b>
 <b><u>Project Co-ordinator in Ukraine</u></b>	
A.1.1 Office of Head of Mission	298,600
A.2.1 Fund Administration Unit	889,600
B.3.1 Democratization and Good Governance	484,100
B.3.2 Rule of Law and Human Rights	778,900
B.4.1 Human Security	569,100
B.4.2 Economic, Environmental and Politico-Military Projects	<u>578,500</u>
<b>Total</b>	<b>3,598,800</b>
 <b><u>Representative to the Latvian-Russian Joint Commission on Military Pensioners</u></b>	
A.1.1 Office of Head of Mission	<u>5,500</u>
<b>Total</b>	<b>5,500</b>
 <b>Total for Eastern Europe</b>	 <b>5,868,300</b>

## THE 2017 UNIFIED BUDGET (continued)

<u>Fund</u>	<b>EUR</b>
<b>Main Programme</b>	
Programme	<b>EUR</b>
<b>CAUCASUS</b>	
<b><u>Office in Yerevan<sup>1</sup></u></b>	
A.1.1 Office of Head of Mission	179,700
A.2.1 Fund Administration Unit	726,000
B.1.1 Politico-Military Activities	105,000
B.2.1 Economic and Environmental Activities	154,700
B.3.1 Democratization	114,600
B.3.2 Human Rights	75,900
B.4.1 Good Governance	95,000
<b>Total</b>	<b>1,450,900</b>
<b><u>High-Level Planning Group</u></b>	
A.1.1 Office of Head of Mission	264,000
<b>Total</b>	<b>264,000</b>
<b><u>The Minsk Process</u></b>	
A.1.1 Office of Head of Mission	911,200
<b>Total</b>	<b>911,200</b>
<b><u>Personal Representative of the CiO on the Conflict Deal with by the Minsk Conference</u></b>	
A.1.1 Office of Head of Mission	472,000
A.2.1 Fund Administration Unit	763,800
<b>Total</b>	<b>1,235,800</b>
<b>Total for Caucasus</b>	<b>3,861,900</b>
<b>CENTRAL ASIA</b>	
<b><u>Programme Office in Astana</u></b>	
A.1.1 Office of Head of Mission	224,000
A.2.1 Fund Administration Unit	623,200
B.1.1 Politico-Military Activities	441,200
B.2.1 Economic and Environmental Activities	444,800
B.3.1 Human Dimension Activities	441,300
<b>Total</b>	<b>2,174,500</b>
<b><u>Centre in Ashgabat</u></b>	
A.1.1 Office of Head of Mission	368,500

1 The 2017 Unified Budget for Office in Yerevan includes the actual expenditure as of 5 May 2017 and anticipated budget amount for the closure of the Office in Yerevan.

**THE 2017 UNIFIED BUDGET (continued)**

<b>Fund</b>		
<b>Main Programme</b>		
Programme		<b>EUR</b>
A.2.1	Fund Administration Unit	500,100
B.1.1	Conflict Prevention and Confidence- and Security-Building	260,900
B.2.1	Economic and Environmental Activities	246,600
B.3.1	Human Dimension Activities	<u>279,300</u>
	<b>Total</b>	<b>1,655,400</b>
<b><u>Programme Office in Bishkek</u></b>		
A.1.1	Office of Head of Mission	1,188,600
A.2.1	Fund Administration Unit	1,460,100
B.1.1	Politico-Military Activities	1,766,800
B.2.1	Economic and Environmental Activities	1,334,600
B.3.1	Human Dimension Activities	<u>1,047,300</u>
	<b>Total</b>	<b>6,797,400</b>
<b><u>Project Co-ordinator in Uzbekistan</u></b>		
A.1.1	Office of Head of Mission	244,700
A.2.1	Fund Administration Unit	417,400
B.1.1	Politico-Military Activities	415,000
B.2.1	Economic and Environmental Activities	552,800
B.3.1	Human Dimension Activities	<u>504,300</u>
	<b>Total</b>	<b>2,134,200</b>
<b><u>Office in Tajikistan</u></b>		
A.1.1	Office of Head of Mission	1,575,300
A.2.1	Fund Administration Unit	2,019,500
B.1.1	Political and Military Aspects of Security	1,858,700
B.2.1	Economic and Environmental Activities	1,022,000
B.3.1	Human Dimension Activities	<u>1,079,300</u>
	<b>Total</b>	<b>7,554,800</b>
	<b>Total for Central Asia</b>	<b>20,316,300</b>
	<b>TOTAL FOR FUNDS RELATED TO OSCE FIELD OPERATIONS</b>	<b>81,208,600</b>
	<b>GRAND TOTAL</b>	<b>138,982,600</b>

## POST TABLE

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	<b>Note</b>
Post Title			
<b><u>The Secretariat</u></b>			
<b>Secretary General and Central Services</b>			
<b>A.1.1 Executive Management</b>			
Secretary General	SG	1.0	
Director, Office of the Secretary General	D1	1.0	
Senior Adviser	P4	1.0	
Senior Co-ordination Adviser	P4	1.0	
Executive Officer	S	3.0	
Senior Afghanistan Engagement Support Adviser	S	1.0	
Strategic Planning and Resource Mobilization Co-ordinator	S	1.0	
Senior Political/Administrative Assistant	G7	1.0	
Senior Secretary	G6	1.0	
Senior Secretary	G5	1.0	
Senior Secretary	G5	1.0	Downgrade as a result of Secretariat's Post Table Review
Driver	G3	1.0	
<b>A.1.2 Security Management</b>			
Head, Security Management	P5	1.0	
Field Security Officer	P3	1.0	
Protective Services Officer	P2	1.0	
Associate Security Officer	S	1.0	New post
Administrative Assistant	G5	1.0	
Security Guard	G3	2.0	Change from programme Secretariat Common Operational Costs
<b>A.1.3 External Co-operation</b>			
Head, External Co-operation Section	P5	1.0	
Senior External Co-operation Officer	P4	2.0	
External Co-operation Officer	P3	1.0	
External Co-operation Officer	S	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Senior External Co-operation Assistant	G6	1.0	
Secretary	G4	1.0	
<b>A.1.4 Legal Services</b>			
Head, Legal Services	P5	1.0	
Legal Adviser	P4	1.0	
Legal Officer	P3	2.0	
Legal Officer	S	2.0	
Associate Legal Officer	S	1.0	New post
Legal Assistant	G5	1.0	
Legal Assistant	G4	1.0	
<b>A.1.5 Communication and Media Relations Section</b>			
Head, Communication and Media Relations Section	P5	1.0	
Deputy Spokesperson/Deputy Head of COMMS	P4	1.0	
Online Communications Manager	P4	1.0	
Media Officer	P3	1.0	
Web Architect	P3	1.0	
Media and Outreach Officer	P3	1.0	
Publications and Outreach Officer	P3	1.0	New post
Assistant Web Developer	P1	1.0	
Senior Media Assistant	G6	1.0	
Media Assistant	G5	1.0	
<b>A.1.6 Conference and Language Services</b>			
Head, Conference Services	P5	1.0	
Chief Linguist	P4	1.0	
Conference Officer	P3	1.0	
Senior Language Services Assistant	G6	1.0	
Senior Meetings Assistant	G6	4.0	
Supervisor, Meetings Support and Documents Unit	G6	1.0	
Administrative Assistant	G5	1.0	
Assistant Supervisor, Documents Control	G5	1.0	
Assistant Supervisor, Meetings Support and Documents Unit	G5	1.0	
Protocol Assistant	G5	1.0	
Administrative Secretary	G4	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Support Services Assistant	G4	1.0	
Technical Assistant	G4	1.0	
Text Control and Reference Assistant	G4	1.0	
Word Processing Operator	G4	9.5	
Documents and Meetings Support Assistant	G4	4.0	
Meetings Support Services Clerk	G3	1.0	
Conference Support Clerk	G2	3.0	New posts
<b>A.2.1 Records Management</b>			
Chief, Records Management	P3	1.0	
Registry and Records Assistant	G4	3.0	
<b>A.2.2 The OSCE Documentation Centre in Prague</b>			
Head of Office and Officer in Charge of Meetings	S	1.0	
Senior Documentation and Information Assistant	G7	1.0	
Senior Information Technology Assistant	G6	1.0	
Senior Finance and Administrative Assistant	G6	1.0	
Administrative Secretary	G5	1.0	
Archives Assistant	G5	1.0	
Information Technology Assistant	G5	1.0	Upgrade
Cleaner/Photocopier	G1	1.0	
<b>B.4.1 Gender Issues</b>			
Senior Adviser on Gender Issues	P5	1.0	
Adviser on Gender Issues	P3	1.0	
Adviser on Gender Issues	S	1.0	
Adviser on Gender Issues	S	1.0	New post
Gender Adviser	S	1.0	
Administrative/Programme Assistant	G5	1.0	
<b>Internal Oversight</b>			
<b>A.1.1 Internal Oversight</b>			
Director of Internal Oversight	D1	1.0	Downgrade as a result of Secretariat's Post Table Review
Head, Internal Audit/Deputy Director	P5	1.0	
Head of Evaluation/Deputy Director	P5	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Senior Auditor	P4	1.0	
Senior Investigator	P4	1.0	
Senior Evaluator	P4	1.0	
Auditor	P3	3.0	
Auditor	P3	1.0	Transfer from Augmentations
Evaluation Officer	S	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Auditing Assistant	G6	1.0	
Senior Auditing Assistant	G6	1.0	Transfer from Augmentations
<b>Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings</b>			
<b>B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings</b>			
Special Representative	S	1.0	
Deputy Co-ordinator, Combating Trafficking in Human Beings	S	1.0	
Senior Co-ordination Adviser	P4	1.0	
Adviser	P3	1.0	
Programme Officer	P3	1.0	
Programme and Capacity-Building Officer	P3	1.0	Full post budgeted for four months in 2016
Associate Officer on CTHB	P2	1.0	
Assistant Officer on CTHB	P1	1.0	
Associate Public Information Officer	S	1.0	
Executive Programme Officer	S	1.0	
Country Visit Officer	S	1.0	
Senior Adviser	S	1.0	New post
Administrative Assistant	G5	1.0	
Senior Secretary	G5	1.0	
<b>Addressing Transnational Threats</b>			
<b>B.4.1 Co-ordination of TNT Activities</b>			
Co-ordinator of Activities to Address Transnational Threats	D1	1.0	
Information Management Officer	P3	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Associate Cybersecurity Officer	P2	1.0	
Policy and Co-ordination Officer	S	1.0	
Senior Information Management Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
<b>B.4.2 Strategic Police Matters Unit</b>			
Head, Strategic Police Matters Unit	S	1.0	
Deputy Head of SPMU, Community Police Adviser	P4	1.0	
Police Affairs Officer, Adviser on Analysis and Reporting	P4	1.0	
Police Affairs Officer on Combating Illicit Drugs	P4	1.0	
Police Affairs Officer, Adviser on Combating THB	S	1.0	
Police Affairs Officer, Adviser on Fight Against Crime	S	1.0	
Police Affairs Officer, Adviser on Research and Analysis	S	1.0	
Police Affairs Officer, Planning and Project Co-ordination	S	1.0	
Administrative Assistant	G5	1.0	
<b>B.4.3 Action against Terrorism</b>			
Head, Anti-Terrorism Issues Unit	S	1.0	
Deputy Head, Anti-Terrorism Issues Unit	P4	1.0	
Programme Officer	P3	1.0	
Associate Programme Officer	P2	1.0	
Associate Programme Officer	P2	1.0	Full post budgeted for eight months in 2016
Assistant Programme Officer	P1	1.0	
Assistant Programme Officer	P1	1.0	Full post budgeted for eight months in 2016
Senior Legal Counter-Terrorism Adviser	S	1.0	
Adviser on Anti-Terrorism Issues	S	1.0	
Counter-Terrorism Officer	S	1.0	
Project Assistant	G5	1.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
<b>B.4.4 Borders Security and Management</b>			
Head, Border Security and Management Unit	S	1.0	
Customs Adviser	P3	1.0	
Programme Management Officer	P3	1.0	
Border Adviser	P2	1.0	
Associate Programme Officer	P2	1.0	Change from programme Action Against Terrorism
Border Adviser	S	1.0	
Administrative Assistant	G4	1.0	
<b>Activities Relating to the Economic and Environmental Aspects of Security</b>			
<b>B.2.1 Co-ordinator of OSCE Economic and Environmental Activities</b>			
Co-ordinator of OSCE Economic and Environmental Activities	D2	1.0	
Deputy Co-ordinator/Head, Economic Activities	P5	1.0	
Deputy Co-ordinator/Head, Environmental Activities	P5	1.0	
Senior Economic and Environmental Officer	P4	1.0	
Senior Environmental Affairs Adviser	P4	1.0	
Senior Economic Adviser	P4	1.0	
Economic Adviser	P3	1.0	
Environmental Programme Officer	P3	1.0	
Associate Environmental Affairs Officer	P2	1.0	
Associate Anti-Corruption Officer	P2	1.0	
Associate Economic Affairs Officer	S	1.0	
Economic Affairs Officer	S	1.0	
Economic and Environmental Affairs Adviser	S	1.0	
Environmental Affairs Adviser	S	1.0	
Senior Programme Officer, Energy Security	S	1.0	
Programme Officer, Economic Co-operation and Governance	S	1.0	
Associate Environmental Governance Officer	S	1.0	
Executive Secretary	G6	1.0	
Administrative Assistant	G5	1.0	
Programme Assistant	G5	2.0	
Administrative Assistant	G4	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
<b>Conflict Prevention</b>			
<b>A.1.1 CPC Direction and Management</b>			
Director of the CPC/Deputy Head of the OSCE Secretariat	D2	1.0	
Planning and Co-ordination Officer	P3	1.0	
Senior Secretary	G5	1.0	
Secretary	G4	1.0	
<b>A.1.2 Policy Support Service</b>			
Deputy Director for Policy Support Service	P5	1.0	
Senior Policy Support Officer	P4	4.0	
Policy Support Officer	P3	3.0	
Policy Support Officer	S	5.0	
Senior Policy Support Assistant	G6	3.0	
Secretary	G4	1.0	
<b>A.1.3 Operations Service</b>			
Deputy Director for Operations Service	P5	1.0	
Senior Operational Adviser	P4	1.0	
Operational Support Officer	P3	1.0	
Chief, Situation/Communications Room	S	1.0	
Operational Support Officer	S	1.0	
Mediation Support Officer	S	3.0	
Analyst/Researcher	S	1.0	
Deputy Chief, Situation/Communications Room	G6	1.0	
Senior Operations Assistant	G6	1.0	
Duty Officer	G5	3.0	
Secretary	G4	1.0	
<b>A.1.4 Programming and Evaluation Support Unit</b>			
Chief, Programming and Evaluation Support Unit	P4	1.0	
Project/Programme Evaluation Officer	P3	1.0	
Associate Project Co-ordination Officer	P2	1.0	
Associate Project Co-ordination Officer	S	1.0	New post
Senior Project Assistant	G6	1.0	
Senior Project Assistant, Extrabudgetary Contributions	G6	1.0	Transfer from Augmentations

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
<b>B.1.2 FSC Support</b>			
Senior FSC Support Officer	P4	1.0	
Project Support Officer	P3	1.0	
CSBM Officer	P3	1.0	
Associate Project Officer	P2	1.0	
Associate FSC Support Officer	S	1.0	
Project Officer	S	1.0	
Programme Assistant	G5	1.0	
Office Assistant	G4	1.0	
<b>B.1.3 Communications Network</b>			
Senior Communications Network Officer	P4	1.0	
Network Management Officer	P3	1.0	
Network Management Assistant	G5	1.0	Downgrade as a result of Secretariat's Post Table Review
<b>Human Resources Management</b>			
<b>A.2.1 HR Direction and Management</b>			
Director for Human Resources	D2	1.0	
Planning and Co-ordination Officer	P3	1.0	
Senior Secretary	G5	1.0	
<b>A.2.2 HR Services</b>			
Deputy Director/Head, HR Services and OSCE Ethics Co-ordinator	P5	1.0	
Chief, Payroll and ERP Systems	P4	1.0	
Human Resources Officer	P3	1.0	
Human Resources Officer	S	1.0	New post
Senior IRMA HR Support Assistant	G7	1.0	
Senior Payroll Assistant	G6	2.0	
Senior HR Assistant	G6	3.0	
Payroll Assistant	G5	1.0	
HR Assistant	G4	2.0	
HR Clerk	G3	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>A.2.3 Talent Management</b>			
Deputy Director/Head, Talent Management Section	P5	1.0	
Chief, Learning and Development Unit	P4	1.0	
Chief, Recruitment Unit	P4	1.0	
Talent Management Officer	P3	1.0	
Learning and Development Officer	P3	1.0	
Talent Management Officer	S	1.0	
Associate Recruitment Officer	S	1.0	New post
Senior HR Assistant	G7	1.0	
Senior Recruitment Assistant	G6	2.0	
Senior Learning and Development Assistant	G6	1.0	
Recruitment Assistant	G5	1.0	Downgrade as a result of Secretariat's Post Table Review
Learning and Development Assistant	G5	2.0	
Recruitment Assistant	G4	1.0	
HR Assistant	G4	1.0	
Learning and Development Clerk	G3	1.0	
<b>Department of Management and Finance</b>			
<b>A.2.1 Management and Co-ordination</b>			
Director for Management and Finance	D2	1.0	
Chief, Information Security and Co-ordination	P4	1.0	
Risk Management and Internal Control Officer	P3	1.0	
Associate Risk Management Officer	P2	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Administrative/Finance Assistant	G6	1.0	Change from programme Budget and Finance Services
<b>A.2.2 Budget and Finance Services</b>			
Deputy Director for Budget and Finance Services	P5	1.0	
Chief, Accounts Unit	P4	1.0	
Chief, Treasury and Extrabudgetary Contributions Unit	P4	1.0	
Chief, Budget Unit	P4	1.0	
Senior Extrabudgetary Contributions Officer	P4	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Budget Officer	P3	1.0	
Associate Treasury Officer	P2	1.0	
Associate Finance Officer	P2	1.0	
Senior Finance Assistant	G7	1.0	
Senior Accounting Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	
Senior Extrabudgetary Contributions Assistant	G6	1.0	
<b>A.2.3 Information and Communication</b>			
<b>Technology Services</b>			
Deputy Director for ICT Services	P5	1.0	
Chief, ICT Infrastructure Support	P4	1.0	
IT Governance, Security and Systems Architect	P4	1.0	
Chief, Software Development	P4	1.0	
Chief, Functional Support	P4	1.0	
Senior Information Technology Assistant	G7	1.0	
Senior ERP Applications Assistant	G7	2.0	
Senior System Administration Assistant	G7	1.0	
Senior ICT Assistant	G6	1.0	
Senior Information Technology Assistant	G6	2.0	
Senior IT Assistant	G6	1.0	
Senior IT Assistant, Database Administrator	G6	1.0	
Senior Programme Assistant	G6	1.0	
Senior Programming Assistant	G6	1.0	
Senior Programming Assistant	G6	1.0	Transfer from Augmentations
ICT Assistant	G5	1.0	
ICT Communications Assistant	G5	1.0	
Information Technology User Support Assistant	G5	1.0	
ICT Help Desk Assistant	G4	1.0	
<b>A.2.4 Mission Support Service</b>			
Deputy Director for Mission Support Services	P5	1.0	
Chief, Procurement and Contracting Unit	P4	1.0	
Chief, Asset, Logistics and Travel Support Unit	P4	1.0	
Procurement Officer	P3	1.0	
Chief, Building Support Services	P3	1.0	
Associate Procurement Officer	P2	1.0	
Senior Asset Management Assistant	G6	1.0	
Senior Building Maintenance Assistant	G6	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Senior Travel Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Asset Management Assistant	G5	1.0	
Building Maintenance Assistant	G5	1.0	
Mission Support Assistant	G5	1.0	
Receptionist	G3	1.6	
Warehouse Clerk	G3	1.0	
Transport Dispatcher	G3	1.0	
Driver	G2	1.0	Change from programme Secretariat Common Operational Costs
Messenger	G2	1.0	
Manual Worker	G2	1.0	
Cleaner	G1	6.0	Change from programme Secretariat Common Operational Costs
<b>Total for the Secretariat</b>		<b>334.1</b>	
<b><u>Office for Democratic Institutions and Human Rights</u></b>			
<b>A.1.1 Direction and Policy</b>			
Director of ODIHR	D/ODI	1.0	
First Deputy Director of ODIHR	D1	1.0	
Second Deputy Director of ODIHR	P5	1.0	
Project Co-ordinator	P4	1.0	
Spokesperson/Senior Press and Public Information Officer	P4	1.0	
Editor	P3	1.0	
Web Editor	P2	1.0	
Special Adviser	S	1.0	
Policy and Fund Raising Adviser	S	1.0	
Senior Political Adviser/Head of Director's Office	S	1.0	
Special Adviser/Director's Representative in Vienna	S	1.0	
Executive Assistant	G7	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Administrative Assistant/Human Dimension Meetings Assistant	G5	1.0	
Press and Public Affairs Assistant	G5	1.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Finance/Deputy Head, Common Services	P4	1.0	
Chief, Human Resources Unit	P3	1.0	
Chief, ICT	P3	1.0	
Logistics and Security Officer	P3	1.0	
Procurement Officer	P3	1.0	
Finance Officer	P2	1.0	
Associate Procurement and Contracting Officer, EOM	P2	3.0	
Finance Officer, Elections	P2	1.0	
Associate Documents and Records Management Officer	P2	1.0	
Senior Administrative Assistant	G7	1.0	
Senior Finance Assistant	G7	1.0	
Senior Finance Assistant	G6	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior Information Technology Assistant	G6	1.0	
Senior IT Assistant	G6	2.0	
Senior Procurement Assistant	G6	1.0	
Senior Procurement/Asset Management Assistant	G6	1.0	
Senior Recruitment Assistant	G6	1.0	
Senior Budget Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Budget Assistant	G5	4.0	
Documents and Records Management Assistant	G5	1.0	
Finance Assistant	G5	1.0	
ICT Assistant	G5	2.0	
Logistics and Shipping Assistant	G5	1.0	
Meetings and Building Services Assistant	G5	1.0	
Personnel/Training Assistant	G5	1.0	
Procurement Assistant	G5	1.0	
Supply Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
Budget Assistant, EOM	G5	3.0	
Documents and Records Management Assistant	G4	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Finance Assistant	G4	1.0	
Front Office Clerk	G3	2.5	
Senior Driver	G3	1.0	Change from programme Common Operational Costs
Driver	G2	1.0	Change from programme Common Operational Costs
<b>B.3.1 Human Dimension Meetings</b>			
Human Dimension Meetings Officer	P2	1.0	
Senior Human Dimension Meetings Assistant	G6	1.0	
<b>B.3.2 Democratization</b>			
Head, Democratization Department	P5	1.0	
Chief, Legislative Support Unit	P4	1.0	
Chief, Rule of Law Unit	P4	1.0	
Chief, Democratic Governance and Gender Unit	P4	1.0	
Adviser on Gender Issues	P3	1.0	
Legislative Support Officer	P3	2.0	
Migration/Freedom of Movement Adviser	P3	1.0	
Deputy Chief, Rule of Law Unit	P3	1.0	
Advisor on Migration, Freedom of Movement and Human Contacts	P3	1.0	
Associate Gender Officer	P2	1.0	
Associate Democratic Governance Officer	P2	1.0	
Associate Democratic Governance Officer	S	1.0	
Legal Officer	S	1.0	
Rule of Law Officer	S	3.0	
Senior Administrative Assistant	G6	2.0	
Administrative Assistant	G5	2.0	
<b>B.3.3 Human Rights</b>			
Head, Human Rights Department	P5	1.0	
Deputy Head, Human Rights Department	P4	1.0	
Senior Adviser on Freedom of Religion and Belief	P4	1.0	
Adviser on Anti-Terrorism Issues	P3	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Human Rights Adviser	P3	2.0	
Human Rights Adviser, Capacity-Building Co-ordinator	P3	1.0	
Associate Officer on Freedom of Religion and Belief	P2	1.0	
Adviser on Anti-Trafficking Issues	S	1.0	
Human Rights Adviser	S	1.0	
Human Rights Officer	S	2.0	
Adviser on Torture Prevention	S	1.0	
Senior Administrative Assistant	G6	1.0	
Administrative Assistant	G5	2.0	
<b>B.3.4 Elections</b>			
Head, Election Department	P5	1.0	
Senior Election Adviser	P4	2.0	
Senior Adviser on New Voting Technologies	P4	1.0	
Deputy Head, Election Department	P4	1.0	
Election Adviser	P3	6.0	
Technical Assistance Adviser	S	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
Senior Documents Management Assistant	G6	1.0	
Administrative/Travel Assistant	G5	1.0	
Administrative Assistant	G4	0.5	
<b>B.3.5 Tolerance and Non-Discrimination</b>			
Head, Tolerance and Non-Discrimination	P5	1.0	
Deputy Head, Tolerance and Non-Discrimination	P4	1.0	
Adviser on Combating Racism, Xenophobia and Discrimination	P3	1.0	
Hate Crime Officer	P3	1.0	
Adviser on Combating Anti-Semitism	P3	1.0	
Adviser on Combating Racism and Xenophobia	P3	1.0	
Associate Web Editor	P2	1.0	
Assistant Programme Officer	P1	1.0	
Adviser on Civil Society Relations	S	1.0	
Hate Crime Officer	S	1.0	
Gender Adviser for Tolerance and Non-Discrimination	S	1.0	
Senior Administrative Assistant	G6	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Senior Library Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Information Management Assistant	G5	1.0	
<b>B.3.6 Roma and Sinti Issues</b>			
Senior Adviser on Roma and Sinti Issues, Chief of the CPRSI	P4	1.0	
Adviser on Roma and Sinti Issues, Deputy Chief of the CPRSI	P3	1.0	
Officer on Roma and Sinti Issues	P2	1.0	
Associate Programme Officer, Roma and Sinti Issues	P2	1.0	
Associate Programme Officer, Roma and Sinti Issues	S	1.0	
Administrative Assistant	G5	1.0	
<b><u>Total for the Office for Democratic Institutions and Human Rights</u></b>		<b><u>137.0</u></b>	
<b><u>High Commissioner on National Minorities</u></b>			
<b>A.2.1 Fund Administration Unit</b>			
Senior Administrative Officer	P4	1.0	
Information Technology Officer	P3	1.0	
Senior Administrative Assistant	G7	1.0	
Finance Assistant	G5	0.5	New post
Procurement Assistant	G5	1.0	
<b>B.1.1 Office of the High Commissioner</b>			
High Commissioner	HCNM	1.0	
Director	D1	1.0	
Head of Section/Senior Adviser	P5	2.0	
Senior Adviser	P4	5.0	
Senior Legal Adviser	P4	2.0	
Legal Adviser	P3	1.0	
Political Adviser	P3	1.0	
Project Officer	P3	1.0	
Project Officer	S	2.0	
Secretary HCNM	S	1.0	
Senior Legal Adviser	S	1.0	
Personal Adviser	S	1.0	
Administrative Assistant	G5	3.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Information Assistant	G5	1.0	
Communication and Editorial Assistant	G5	1.0	
Project Assistant	G5	2.0	
<b><u>Total for the High Commissioner on National Minorities</u></b>		<b><u>30.5</u></b>	
<b><u>Representative on Freedom of the Media</u></b>			
<b><u>A.1.1 Freedom of the Media</u></b>			
Representative on Freedom of the Media	RFOM	1.0	
Director, Office of the RFOM	D1	1.0	
Senior Adviser	P4	1.0	
Adviser	P3	1.0	
Adviser	P2	1.0	
Associate Project Officer	P2	1.0	
Assistant Research Officer	P1	1.0	
Senior Adviser	S	4.0	
Principal Adviser to Head of Institution	S	1.0	
Media Freedom Project Officer	S	1.0	
Senior Administrative Assistant	G7	1.0	
Senior Project Assistant	G6	1.0	
Programme Secretary	G4	1.0	
<b><u>Total for the Representative on Freedom of the Media</u></b>		<b><u>16.0</u></b>	
<b><u>Funds related to OSCE field operations</u></b>			
<b><u>Augmentations</u></b>			
<b><u>Secretariat Augmentations</u></b>			
<b><u>A.1.1 Communication and Media Relations Section</u></b>			
Media and Outreach Officer	P3	1.0	
Online Communications Officer	P3	1.0	
Online Communications Officer	P3	1.0	
<b><u>A.1.3 Policy Support Service</u></b>			
Senior Policy Support Officer	P4	1.0	
Policy Support Officer	P3	2.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
<b>Post Title</b>			
<b>A.1.4 Operations Service</b>			
Duty Officer	G5	3.0	
<b>A.2.1 HR Services</b>			
HR Policy and Procedures Officer	P3	1.0	
HR Assistant	G5	2.0	
Payroll Assistant	G4	1.0	
<b>A.2.2 Talent Management</b>			
Recruitment Officer	P3	1.0	
Recruitment Assistant	G5	2.0	
Recruitment Assistant	G4	1.0	
Recruitment Clerk	G3	0.3	Part-time post budgeted for eight months
Recruitment Clerk	G3	0.3	Change to full-time post budgeted for four months
<b>A.2.3 Management and Co-ordination</b>			
Information Security Officer	P3	1.0	Upgrade
<b>A.2.4 Budget and Finance Services</b>			
Budget Officer	P3	1.0	
Finance Officer	P3	1.0	
Budget Assistant	G5	2.0	
Finance Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
Finance Assistant	G4	4.0	
<b>A.2.5 Information and Communication Technology Services</b>			
Chief, ICT Service and Support Section	P4	1.0	
Associate Computer Information Systems Officer	P2	1.0	
Senior Information Technology Assistant	G7	1.0	
Senior Programming Assistant	G7	1.0	
Senior ERP Applications Assistant	G7	1.0	
Senior ICT Assistant	G6	1.0	
Senior Information Technology Assistant	G6	2.0	
Senior Programming Assistant	G6	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Information Technology User Support Assistant	G5	2.0	
ICT User Support Assistant	G5	1.0	
<b>A.2.6 Mission Support Service</b>			
Procurement Officer	P3	1.0	
Procurement and Contracting Officer	P3	1.0	
Travel Officer	P3	1.0	
Senior Asset Management Assistant	G7	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Contracts Assistant	G6	1.0	
Senior Freight Distribution Control Assistant	G6	1.0	
Senior Insurance Assistant	G6	1.0	
Procurement Assistant	G5	1.0	
Procurement Information Assistant	G5	1.0	
Building Support Assistant	G5	1.0	
Property Control Assistant	G5	1.0	
Mail Processing Assistant	G4	1.0	
<b>ODIHR Augmentation</b>			
<b>B.3.1 ODIHR Democratization</b>			
Deputy Head, Democratization Department	P4	1.0	
<b><u>Total for Augmentations</u></b>		<b><u>54.7</u></b>	
<b>SOUTH-EASTERN EUROPE</b>			
<b><u>Mission in Kosovo</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Head of Office of Political Affairs and Communications	P4	1.0	
Special Adviser on Non-Albanian Communities and Outreach Co-ordinator	P4	1.0	
Chief of Mission Security	S4	1.0	
Head of Legal Affairs	S4	1.0	
Head of Office of Central Co-ordination	S4	1.0	New post
Deputy Chief Mission Security	S3	1.0	
Deputy Head of Office	S3	1.0	
Deputy Head, Legal Affairs	S3	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Deputy Head, Office of Central Co-ordination	S3	1.0	
Gender Adviser	S3	1.0	
Regional Security Officer	S3	1.0	
Special Assistant to the Head of Mission	S2	1.0	
Project/Programme Evaluation Officer	S2	1.0	
Field Political Reporting Officer	S2	3.0	New post
Political Officer	S1	1.0	
Co-ordination/Reporting Officer	S1	1.0	
National Legal Officer	NP3	1.0	
National Deputy Spokesperson	NP3	1.0	
National Legal Officer	NP2	1.0	
National Political Officer	NP2	4.0	
National Press and Public Information Officer	NP2	1.0	
National Graphic Presentation Officer	NP1	1.0	
National Security Officer	NP1	1.0	New post
National Co-ordination Officer	NP1	1.0	
Senior Co-ordination Assistant	G6	1.0	
Senior Legal Assistant	G6	1.0	
Senior Monitoring Assistant	G6	1.0	
Senior Press and Public Information Assistant	G6	1.0	
Senior Project Assistant	G6	1.0	
Media Monitoring Assistant	G5	2.0	
Senior Secretary	G5	1.0	
Senior Secretary	G5	1.0	New post
Web/Intranet Assistant	G5	1.0	
Office Assistant	G4	1.0	
Security Assistant	G4	5.0	
Security Assistant	G4	4.0	New post
Close Protection Specialist	G3	3.0	
Senior Driver	G3	3.0	Change from programme Fund Administration Unit
Security Monitor	G3	42.0	New post
<b>A.2.1 Fund Administration Unit</b>			
Head, Administration and Finance	P5	1.0	
Chief of Financial Management	P4	1.0	
Chief, ICT	P4	1.0	
Contracts/Procurement Officer	P3	1.0	
Chief, Human Resources Management	S4	1.0	
Chief, General Services	S3	1.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
Human Resources Officer	S2	1.0	
National Medical Officer	NP3	1.0	
National Chief of Accounts	NP3	1.0	
National ICT Officer, Software Development	NP3	1.0	
National Asset Management Officer	NP2	1.0	
National Budget Officer	NP2	1.0	
National Finance Officer	NP2	1.0	
National Human Resources Officer	NP2	2.0	
National Procurement Officer	NP2	1.0	
National Training Co-ordinator	NP2	1.0	
National ICT Officer VOIP, Internet Security	NP2	1.0	
National ICT Officer, Communications	NP2	1.0	
National Building Management Officer	NP2	1.0	
National ICT Officer, Service Support	NP2	1.0	
National ICT Officer, LAN Systems	NP2	1.0	
National Archives Officer	NP1	1.0	
National Training Officer	NP1	1.0	
National Travel Officer	NP1	1.0	
National Transport Officer	NP1	1.0	
National Budget Officer, Programme Support	NP1	1.0	
Executive Assistant	G6	1.0	
Nurse	G6	1.0	
Senior Administrative Assistant	G6	4.0	
Senior Conference Services Assistant	G6	1.0	
Senior Finance Assistant	G6	1.0	
Senior Human Resources Assistant	G6	2.0	
Senior ICT Technician Microwave/ VSAT	G6	1.0	
Senior Materials Control Assistant	G6	1.0	
Senior Payroll Assistant	G6	0.5	
Senior Procurement Assistant	G6	1.0	
Senior Budget Assistant	G6	1.0	
Senior Human Resources/Payroll Assistant	G6	1.0	
Senior ICT Technician VOIP, Internet Security	G6	2.0	
Senior ICT Billing Assistant	G6	1.0	
Senior ICT Technician, Software Development	G6	1.0	
Senior ICT Assistant, Field Support	G6	1.0	
Senior ICT Assistant, Help Desk Team Leader	G6	1.0	
Senior ICT Mobile Communications Technician	G6	1.0	
Senior ICT Technician, LAN Systems	G6	2.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
CS Technician Microwave/Conference Equipment	G5	1.0	
Finance Assistant	G5	2.0	
Generator Mechanic	G5	1.0	
Generator Technician	G5	1.0	
Human Resources Assistant	G5	4.0	
ICT Assistant	G5	1.0	
ICT Technician Microwave/VSAT	G5	1.0	
Maintenance Foreman	G5	1.0	
Material Management Assistant	G5	1.0	
Procurement Assistant	G5	3.0	
Supply Assistant	G5	1.0	
Transport Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
ICT Mobile Communication Technician	G5	1.0	
ICT Help Desk Assistant	G5	2.0	
Budget Assistant, Programme Support	G5	1.0	
Archives Assistant	G4	1.0	
Asset Management Assistant	G4	1.0	
Conference Equipment Technician	G4	1.0	
Dispatcher	G4	2.0	
Inspection Assistant	G4	1.0	
Office Assistant	G4	1.0	
Office Assistant	G4	1.0	Change from programme Human Rights and Communities
Supply Assistant	G4	1.0	
Technical Assistant	G4	1.0	
Vehicle Maintenance Assistant	G4	1.0	
Fuel Supply and Customs Assistant	G4	1.0	
BMS Assistant	G4	1.0	
MFD Technician	G4	1.0	
Technician/Mechanic	G4	1.0	
Building Maintenance Technician	G3	1.0	
Electrician	G3	2.0	
Fleet Clerk	G3	1.0	
Inventory Clerk	G3	1.0	
Warehouse Clerk	G3	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Bus/Truck Driver	G3	4.0	Change from programme Common Operational Costs
General Services Clerk	G3	4.0	
Vehicle Tracking Clerk	G3	1.0	
Driver	G2	12.0	Change from programme Common Operational Costs
Pool Operator	G2	1.0	
Switchboard Operator	G2	0.5	
<b>B.1.1 Security and Public Safety</b>			
Director	S4	1.0	
Chief of Section	S3	2.0	
Chief of Police Development and Monitoring Section	S3	1.0	
Senior Community Policing Officer	S2	1.0	
Senior Organized Crime Adviser	S2	4.0	
Senior Community Policing Officer, Security	S2	2.0	
Senior Police Development Officer	S2	1.0	
Senior Police Monitoring Officer	S2	1.0	
National Chief of Analysis and Reporting Cell	NP3	1.0	
National Programme Officer	NP1	2.0	
National Project Co-ordination Officer	NP1	1.0	
National Public Safety Awareness Officer	NP1	1.0	
National Organized Crime Adviser	NP1	1.0	
National Programme Officer, Police Monitoring	NP1	5.0	
National Programme Officer, Analysis and Reporting	NP1	1.0	
National Programme Officer, Police Development	NP1	1.0	
National KAPS Officer	NP1	1.0	
Senior Programme Assistant	G6	3.0	
Senior Programme Assistant, ARC	G6	1.0	
Programme Assistant	G5	4.0	
Senior Secretary	G5	1.0	
Programme Assistant, Police Monitoring	G5	3.0	
Programme Assistant, Police Development	G5	3.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Programme Assistant	G4	2.0	
<b>B.3.1 Democratization</b>			
Director	S4	1.0	
Deputy Director	S4	1.0	
Chief of Section	S3	1.0	
Chief, Analysis and Reporting Cell	S3	1.0	
Chief of Media Section	S3	1.0	
Chief of Governance Section	S3	1.0	
Senior Legal Adviser	S2	1.0	
Senior Programme Officer	S2	5.0	
Senior Media Adviser	S2	1.0	
National Elections Adviser	NP3	1.0	
National Programme Officer	NP2	2.0	
National Legal Officer	NP1	1.0	
National Programme Officer	NP1	9.0	
National Reporting and Information Officer	NP1	1.0	
Senior Monitoring Assistant	G6	1.0	
Senior Translator/Interpreter Assistant	G6	8.0	
Programme Assistant	G5	4.0	
Project Assistant	G5	2.0	
Office Assistant	G4	2.0	
Project Assistant	G4	2.0	
Office Clerk	G3	1.0	
<b>B.3.2 Human Rights and Communities</b>			
Director	S4	1.0	
Deputy Director	S4	1.0	
Chief of Communities Section	S3	1.0	
Chief of Section	S3	1.0	
Chief of Analysis and Reporting Cell	S3	1.0	
Chief, Law and Justice Section	S3	1.0	
Director Regional Centre	S3	5.0	New post
Human Rights Adviser	S2	1.0	New post
Senior Adviser	S2	2.0	
Senior Communities Adviser, Protection	S2	2.0	
Senior Communities Policy Adviser	S2	1.0	
Senior Democratization Officer	S2	4.0	
Senior Democratization Officer	S2	1.0	Change from programme Democratization

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Senior Human Rights Adviser/Property	S2	1.0	
Senior Human Rights/Legal Adviser	S2	1.0	
Senior Legal Officer	S2	7.0	
Senior Programme Officer	S2	1.0	Change from programme Democratization
Senior Project Officer	S2	1.0	
Human Rights Adviser, Human Rights and Security	S2	2.0	
Senior Communities Officer	S2	5.0	Change in grade
Communities Policy Officer	S1	1.0	
Communities Protection Officer	S1	1.0	
Legal Officer	S1	1.0	
Community Policy Officer/Return	S1	1.0	
Human Rights Adviser/Property	S1	1.0	
Human Rights Officer	S1	10.0	
Programme Officer	S1	8.0	New post
National Co-ordinator	NP3	1.0	
National Language Services Co-ordinator	NP2	1.0	
National Programme Officer	NP2	2.0	Change from programme Democratization
National Programme Officer, Property	NP2	1.0	New post
National Programme Officer, Property	NP2	4.0	Upgrade
National Human Rights Adviser	NP2	1.0	
National Programme Officer, Communities Policy	NP2	2.0	
National Legal Officer	NP1	11.0	
National Legal Officer, Property	NP1	2.0	
National Programme Officer	NP1	3.0	
National Programme Officer	NP1	17.0	New post
National Human Rights Legal Officer	NP1	1.0	
National Human Rights Legal Officer	NP1	1.0	New post
Personal Assistant	G6	1.0	
Senior Legal Assistant	G6	1.0	
Senior Programme Assistant	G6	27.0	
Senior Programme Assistant	G6	4.0	New post
Senior Translator/Interpreter Assistant	G6	4.0	
Legal Assistant	G5	9.0	
Programme Assistant	G5	7.0	Upgrade
Assistant Interpreter	G5	3.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Office Assistant	G4	24.0	
Office Assistant	G4	5.0	New post
<b><u>Total for the Mission in Kosovo</u></b>		<b><u>503.0</u></b>	
<b><u>Mission to Bosnia and Herzegovina</u></b>			
<b><u>A.1.1 Office of Head of Mission</u></b>			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Chief of Policy and Planning	P4	1.0	
Senior Political Adviser	S3	1.0	
Head of Security Co-operation	S3	1.0	
Senior Planning Adviser	S3	1.0	
Policy and Information Officer	S2	1.0	
Arms Control Project Officer	S2	1.0	
Political Analyst	S1	1.0	
Executive Officer to Deputy Head of Mission	S1	1.0	
Information and Co-ordination Officer	S1	2.0	
National Chief of Security	NP3	1.0	
National Spokesperson	NP3	1.0	
National Deputy Chief of Security	NP2	1.0	
National Legal Officer	NP2	1.0	
National Political Officer	NP2	1.0	
National Programme Officer	NP2	1.0	Upgrade
National Executive Officer	NP1	2.0	
National Political Officer	NP1	1.0	
National Press Officer	NP1	4.0	
National Programme Officer	NP1	1.0	New post
National Project Officer	NP1	3.0	
National Public Information Officer	NP1	1.0	
National Monitoring and Evaluation Officer	NP1	1.0	
National Programme Officer, Gender Issues	NP1	1.0	
National Programme Officer, Gender Strategies	NP1	1.0	
National Communications and Reporting Officer	NP1	1.0	
National Planning Officer	NP1	1.0	New post
Senior Project Assistant	G6	1.0	
Senior Public Information Assistant	G6	1.0	
Senior Assistant Translator/Interpreter	G6	3.0	
Programme Assistant	G5	2.0	
Programme Assistant	G5	1.0	New post

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Project Assistant	G5	1.0	
Website Assistant	G5	1.0	
Press and Public Information Assistant	G5	1.0	
Project Assistant/Translator/Interpreter	G5	2.0	
Close Protection Specialist	G3	2.0	
Security Monitor	G3	5.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P4	1.0	
Chief, General Services	P3	1.0	
Human Resources Officer	S2	1.0	
National Medical Officer	NP3	1.0	
National Chief of ICT Services	NP3	1.0	
National Chief of Budget and Finance	NP3	1.0	
National Chief of Human Resources	NP3	1.0	
National Accounting Officer	NP2	1.0	
National Budget Officer	NP2	1.0	
National ICT Officer	NP2	1.0	
National Procurement Officer	NP2	1.0	
National Planning and Co-ordination Officer	NP2	1.0	
National Procurement and Building Management Officer	NP2	1.0	
National Administrative Officer	NP1	5.0	
National Archives Officer	NP1	1.0	
National Communications Officer	NP1	1.0	
National Personnel Officer	NP1	1.0	
National Project Co-ordination Officer	NP1	1.0	
National Recruitment Officer	NP1	1.0	
National Treasury Officer	NP1	1.0	
National Information Systems Developer	NP1	1.0	
National Transport Officer	NP1	1.0	
Senior Finance and Treasury Assistant	G6	1.0	
Senior ICT Assistant	G6	2.0	
Senior Budget Assistant	G6	1.0	Upgrade
Senior Material Management Assistant	G6	1.0	
Senior Finance/Administrative Assistant	G6	1.0	
Finance Assistant	G5	2.0	
Human Resources Assistant	G5	3.0	
Payroll Assistant	G5	1.0	
Procurement Assistant	G5	2.0	
Training Assistant	G5	1.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
Transport Maintenance Supervisor	G5	1.0	
Travel Assistant	G5	2.0	
Administrative Assistant	G4	3.0	
Archives Assistant	G4	1.0	
Asset Management Assistant	G4	1.0	
Dispatcher	G4	1.0	
ICT Assistant	G4	1.0	
Storekeeper	G4	1.0	
Transport Assistant	G4	1.0	
Contracts Management Assistant	G4	1.0	
Office Clerk	G3	5.0	
Office Clerk	G3	1.0	New post
Receptionist	G3	2.0	
Senior Driver	G3	3.0	Change from programme Common Operational Costs
Driver	G2	29.0	Change from programme Common Operational Costs
Manual Worker	G2	1.5	
Cleaner	G1	4.5	Change from programme Common Operational Costs
<b>A.2.2 Shared Service Centre, ICT Help Desk</b>			
National ICT Officer	NP1	1.0	
ICT Server Administration Assistant	G5	1.0	
ICT ERP User Support Assistant	G5	1.0	New post
ICT Help Desk Co-ordination Assistant	G5	1.0	
ICT Help Desk Technician	G4	2.0	
<b>B.3.1 Human Dimension</b>			
Head, Human Dimension Department	P5	1.0	
Deputy Head, Human Dimension Department	P4	1.0	
Head of Field Office	S3	8.0	
Head of Human Rights	S3	1.0	
Head of Rule of Law	S3	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Human Rights Adviser, Economic and Social Rights	S2	1.0	
Legal Adviser, Anti-Discrimination	S2	1.0	
Legal Adviser, War Crimes and Transitional Justice	S2	1.0	
Legal Adviser, War Crimes and Rule of Law	S2	1.0	
Legal Adviser, Major Crimes and Legal Reform	S2	1.0	
Human Rights Officer	S1	1.0	
National Chief, Education Section	NP3	1.0	
National Chief of Democratic Governance	NP3	1.0	
National Anti-Trafficking Officer	NP2	1.0	
National Legal Officer	NP2	11.0	
National Legal Officer	NP2	1.0	New post
National Legal Officer	NP2	1.0	Upgrade
National Programme Officer	NP2	1.0	
National Project Officer	NP2	1.0	
National Chief of Programme Support Section	NP2	1.0	
National Programme Officer, Education	NP2	1.0	
National Programme Officer, Finance and Management	NP2	1.0	
National Programme Officer, Access and Non-Discrimination	NP2	1.0	
National Legal Officer	NP1	2.0	
National Political Officer	NP1	1.0	
National Programme Officer	NP1	2.0	
National Programme Officer	NP1	1.0	New post
National Programme Officer, Education	NP1	18.0	
National Programme Officer, Governance Development	NP1	1.0	
National Legal Officer, Trial Monitoring	NP1	1.0	
National Programme Officer, Human Rights	NP1	12.0	
National Programme Officer, Human Rights	NP1	1.0	New post
National Programme Officer, Ombudsman	NP1	1.0	
National Programme Officer, Legislative Support	NP1	3.0	
National Programme Officer, Democratic Development	NP1	18.0	
Senior Executive Assistant	G6	1.0	
Assistant Translator/Interpreter	G5	1.0	
Legal Assistant	G5	5.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Programme Assistant	G5	29.0	
Rule of Law Monitoring Assistant	G5	21.0	
Programme Assistant, Roma Monitoring	G5	1.0	
<b><u>Total for the Mission to Bosnia and Herzegovina</u></b>		<b><u>320.0</u></b>	
<b><u>Mission to Serbia</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Senior Policy and Planning Officer	S3	1.0	
Municipal Co-ordinator	S2	1.0	
Project Manager	S2	1.0	
Chief of Political and Press Affairs Unit	S2	1.0	
Political Affairs/Reporting Officer	S2	1.0	Change in grade
Political and Press Affairs Officer	S1	1.0	
National Programme Co-ordination Officer	NP2	1.0	
National Security Officer	NP1	1.0	
National Political and Press Affairs Officer	NP1	1.0	
Personal Assistant to HoM	G6	1.0	
Senior Press and Political Assistant	G6	2.0	
Field Programme Assistant	G5	2.0	
Programme Assistant	G5	1.0	
Project Assistant	G5	3.0	
Press and Political Assistant	G5	1.0	
Translator/Interpreter Assistant	G5	1.0	
Office Assistant	G4	1.0	
Security Assistant	G4	1.0	
Security Guard	G2	4.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief, Fund Administration Unit	P3	1.0	
National Finance Officer	NP2	1.0	
National Human Resources Officer	NP2	1.0	
National Material Management Officer	NP2	1.0	
National ICT Officer	NP1	1.0	
Senior Human Resources and Training Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Senior Material Management Assistant	G6	1.0	
Finance Assistant	G5	1.0	
ICT Assistant	G5	1.0	
Procurement Assistant	G5	3.0	
Finance Assistant	G4	1.0	
Human Resources Assistant	G4	2.0	
ICT Assistant	G4	1.0	
Receptionist	G3	1.0	
Senior Driver	G3	2.0	Change from programme Common Operational Costs
Material Management Clerk	G3	1.0	
Driver	G2	6.0	Change from programme Common Operational Costs
Cleaner	G1	2.0	Change from programme Common Operational Costs
<b>B.1.1 Police Affairs</b>			
Head of Police Affairs	S4	1.0	
Senior Legal Adviser	S3	1.0	
Organized Crime Adviser	S2	1.0	
Senior Organized Crime Adviser	S2	1.0	
Senior Community Policing Adviser	S2	1.0	
National Programme Officer	NP2	2.0	
National Programme Officer	NP1	4.0	
Senior Programme Assistant	G6	2.0	
Project Assistant	G5	5.0	
Administrative Assistant	G4	1.0	
<b>B.3.1 Democratization</b>			
Head of Democratization	S4	1.0	
Senior Governance Adviser	S2	1.0	
Senior Adviser on Human Rights and Non-Discrimination	S2	1.0	
Senior Adviser on National Minorities	S2	1.0	
National Legal Adviser	NP2	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
National Governance Officer	NP1	1.0	
National Programme Officer	NP1	5.0	
National Programme Co-ordination Officer	NP1	1.0	
National Programme Officer	NP1	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Governance Training Assistant	G6	1.0	
Senior Programme Assistant	G6	4.0	
Programme Assistant	G5	2.0	
<b>B.3.2 Media</b>			
Head of Media	S4	1.0	
National Legal Officer	NP1	2.0	
National Programme Officer	NP1	1.0	
Senior Programme Assistant	G6	2.0	
Media Monitoring Assistant	G5	1.0	
Programme Assistant	G5	3.0	
<b>B.3.3 Rule of Law and Human Rights</b>			
Head of Rule of Law and Human Rights	S4	1.0	
Legal Adviser Judicial Reform	S2	1.0	
Senior Legal Adviser	S2	1.0	
Anti-Corruption Adviser	S2	1.0	
National Legal Adviser	NP3	1.0	Upgrade
National Legal Officer	NP2	2.0	
National Legal Officer	NP1	1.0	Downgrade
National Legal Officer	NP1	4.0	
National Programme Officer	NP1	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Programme Assistant	G6	2.0	
Senior Project Assistant	G6	1.0	
Assistant Translator/Interpreter	G5	1.0	
Programme Assistant	G5	1.0	
<b><u>Total for the Mission to Serbia</u></b>		<b><u>127.0</u></b>	
<b><u>Presence in Albania</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Presence	HoM	1.0	
Deputy Head of Presence	DHoM	1.0	
Chief Political, Public Affairs and Reporting Officer	S3	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Project Co-ordination Officer	S3	1.0	
Associate Co-ordination Officer	S1	1.0	
National Public Affairs and Reporting Officer	NP2	1.0	
National Political Officer	NP1	2.0	
National Monitoring Officer	NP1	1.0	
Senior Public Affairs Assistant	G6	1.0	
Senior Translator/Interpreter	G6	1.0	
Senior Political and Reporting Assistant	G6	1.0	
Senior Programme Co-ordination Assistant	G6	1.0	
Programme Assistant	G5	1.0	
Senior Secretary	G5	2.0	
Security Guard	G2	3.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief, Fund Administration Unit	P3	1.0	
Human Resources Officer	S2	1.0	
Administrative and General Service Officer	S2	1.0	
National Finance Officer	NP1	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Asset Management Assistant	G5	1.0	
Finance Assistant	G5	2.0	
ICT Assistant	G5	1.0	
Procurement Assistant	G5	2.0	
Transport Assistant	G5	1.0	
Administrative Assistant	G4	1.0	
Registry Assistant	G4	1.0	
Supply Assistant	G4	1.0	
Senior Driver	G3	1.0	Change from programme Common Operational Costs
Building Maintenance Technician/Driver	G3	1.0	Change from programme Common Operational Costs
Driver	G2	3.0	Change from programme Common Operational Costs
Handyman	G2	0.5	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
<b>B.1.1 Security Co-operation</b>			
Head of Security Co-operation Department	S3	1.0	
Security Sector Development Officer	S2	1.0	
Law Enforcement Development Officer	S2	1.0	
National Border Management Officer	NP2	1.0	
National Security Officer	NP1	1.0	
Programme Assistant	G5	2.0	
Translator/Interpreter	G5	1.0	
Programme Assistant	G4	1.0	
<b>B.2.1 Governance in Economic and Environmental Issues</b>			
Head of Governance, Economy and Environmental Issues Department	S3	1.0	
Senior Governance Adviser	S2	1.0	
National Anti-Trafficking Officer	NP2	1.0	
National Programme Officer, Economy and Anti-Corruption	NP1	1.0	
National Programme Officer, Local Governance and Property	NP1	1.0	
Senior Project Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Project Assistant	G5	1.0	
Translator/Interpreter	G5	1.0	
<b>B.3.1 Democratization</b>			
Head of Democratization Department	S3	1.0	
Senior Media Officer	S2	1.0	
Senior Democratization Officer	S2	1.0	
National Electoral Reform Officer	NP2	1.0	
National Programme Officer, Parliamentary Support	NP2	1.0	
National Civil Society and Gender Officer	NP1	1.0	
National Election Legal Officer	NP1	1.0	
Senior Media Development Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Programme Assistant	G5	1.0	
Office Assistant	G4	1.0	
Programme Assistant	G4	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>B.3.2 Rule of Law and Human Rights</b>			
Head of Rule of Law and Human Rights	S3	1.0	
Department			
Senior Judicial Officer	S2	1.0	
Senior Legal Officer	S2	1.0	
Legal Officer	S1	1.0	
National Legal Officer	NP1	3.0	
Legal Assistant	G5	2.0	
Programme Assistant	G5	1.0	
Translator/Interpreter	G5	1.0	
Legal Assistant	G4	1.0	
<b><u>Total for the Presence in Albania</u></b>		<b><u>82.5</u></b>	
<b><u>Mission to Skopje</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Senior Policy and Planning Officer	S3	1.0	
Chief, Political and Reporting Unit	S3	1.0	
Chief, Communication and Media Relations Unit	S3	1.0	Change in grade
Political Adviser	S2	1.0	
Mission Security Officer	S2	1.0	
Political/Reporting Officer	S1	1.0	
National Executive Officer	NP2	1.0	
National Political/Liaison Officer	NP2	1.0	
National Political Officer	NP1	1.0	
Senior Project Assistant	G6	1.0	
Senior Public Information and Media Assistant	G6	2.0	
Political Assistant	G5	1.0	
Security Assistant	G5	1.0	
Senior Secretary	G5	1.0	
Situation Centre Assistant	G5	2.0	
Language Assistant II	G4	2.0	
Situation Centre Operator	G3	4.0	
Security Guard	G2	8.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P3	1.0	
General Services Officer	P2	1.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Main Programme</b>	<b>Grade</b>	<b>of Posts</b>	
<b>Programme</b>			
Post Title			
National Finance Officer	NP2	1.0	
National Human Resources Officer	NP2	1.0	
National ICT Officer	NP2	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Transport Assistant	G6	1.0	
Senior IT Network Technician	G6	1.0	
Senior Material Management Assistant	G6	1.0	
Finance Assistant	G5	2.0	
Human Resources Assistant	G5	1.0	
Procurement Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
Web/Database Developer	G5	1.0	
ICT Help Desk Technician	G5	1.0	
Recruitment Assistant	G5	1.0	Change to full-time
Records Management Assistant	G5	1.0	Upgrade
Asset Management Assistant	G4	1.0	
Human Resources Assistant	G4	1.0	
Vehicle Maintenance Assistant	G4	1.0	
ICT Help Desk Technician	G4	1.0	
Bus Driver	G3	1.0	Change from programme Common Operational Costs
Senior Driver	G3	1.0	Change from programme Common Operational Costs
Senior Driver	G3	2.0	Change from programme Office of Head of Mission
Finance Clerk	G3	1.0	
Material Management Clerk	G3	1.0	
Driver	G2	3.0	Change from programme Common Operational Costs
Cleaner	G1	1.5	Change from programme Common Operational Costs

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>B.1.1 Public Safety and Community Outreach</b>			
Head of Public Safety and Community Outreach Department	S4	1.0	
Chief of Police Development Unit	S3	1.0	
Chief of Monitoring Unit	S3	1.0	
Police Adviser	S2	4.0	
Police Training Adviser	S2	1.0	Change in grade
Senior Monitoring Officer	S2	2.0	
Senior Police Adviser	S2	1.0	Change in grade
Senior Police Training Adviser	S2	1.0	
Police Adviser on Organized Crime	S2	1.0	
Police Adviser on Border Affairs	S2	1.0	
Adviser on Migrants/Refugees Security	S2	1.0	New post
Adviser on Counter-Terrorism/Violent Extremism	S2	1.0	New post
Monitoring Officer	S1	6.0	
National Programme Officer	NP2	1.0	Upgrade
Office Assistant	G5	1.0	Upgrade
Programme Assistant	G5	4.0	
Police Training Assistant	G5	1.0	
Monitoring Assistant	G4	8.0	
Programme Assistant	G4	8.0	
Programme Assistant	G4	1.0	Downgrade
Programme Assistant	G4	1.0	New post
<b>B.3.1 Human Dimension</b>			
Head of Human Dimension Department	S4	1.0	
Chief of Rule of Law Unit	S3	1.0	
Senior Co-ordinator Inter-Ethnic Relations	S3	1.0	
Chief, Democratic Governance and Social Cohesion Unit	S3	1.0	
Senior Democratic Governance Officer	S2	1.0	
Senior Rule of Law Officer	S2	1.0	Change in grade
Senior Rule of Law Officer	S2	1.0	
Senior Evaluation, Reporting and Programme Support Officer	S2	1.0	Change in grade
Senior Democratic Governance and Social Cohesion Officer	S2	1.0	Change in grade
Rule of Law Officer	S1	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
National Legal Officer	NP1	1.0	
National Programme Officer	NP1	5.0	
National Programme Officer	NP1	1.0	New post
National Programme Officer	NP1	1.0	Change from programme Office of Head of Mission
National Rule of Law Officer	NP1	4.0	
Senior Legal Assistant	G6	2.0	
Senior Programme Assistant	G6	3.0	
Senior Programme Assistant	G6	1.0	Upgrade
Legal Translator Assistant	G5	1.0	
Programme Assistant	G5	8.0	
<b><u>Total for the Mission to Skopje</u></b>		<b><u>150.5</u></b>	
<b><u>Mission to Montenegro</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1.0	
Deputy Head of Mission/Programme Co-ordinator	DHoM	1.0	
Political Officer	S2	1.0	
National Programme Co-ordination Officer	NP1	1.0	
Senior Political Assistant	G6	1.0	
Senior Press and Public Information Assistant	G6	1.0	
Senior Language and Political Assistant	G6	1.0	
Senior Secretary	G5	1.0	
Security Guard	G2	2.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1.0	
National Finance Officer	NP1	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Procurement Assistant	G5	1.0	
Finance/Treasury Assistant	G5	1.0	
Human Resources Assistant	G4	1.0	Upgrade
Material Management Assistant	G4	1.0	
Senior Driver	G3	1.0	Change from programme Common Operational Costs

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>B.1.1 Security Co-operation</b>			
Programme Manager	S2	1.0	
Organized Crime Police Adviser	S2	1.0	
National Politico-Military Officer	NP1	1.0	
National Security Co-operation Officer	NP1	1.0	Full post budgeted for six months in 2016
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	1.0	
Project Assistant	G5	1.0	
<b>B.3.1 Democratization</b>			
Programme Manager	S2	1.0	
National Programme Officer	NP1	2.0	
Senior Programme Assistant	G6	2.0	
Senior Programme Support Assistant	G6	1.0	
Project Assistant	G5	1.0	
<b>B.3.2 Media</b>			
Programme Manager	S2	1.0	
National Programme Officer	NP1	1.0	New post
Programme Assistant	G5	1.0	
Project Assistant	G5	1.0	New post
<b>B.3.3 Rule of Law and Human Rights</b>			
Programme Manager, Rule of Law/Human Rights	S2	1.0	
National Legal Officer	NP1	2.0	
Senior Programme Assistant	G6	1.0	
Project Assistant	G5	1.0	
<b><u>Total for the Mission to Montenegro</u></b>		<b><u>42.0</u></b>	
<b>EASTERN EUROPE</b>			
<b><u>Mission to Moldova</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Mission Spokesperson	S2	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
National Programme Officer	NP1	1.0	
National Public Information Officer	NP1	1.0	
Senior Assistant Translator/Interpreter	G6	1.0	
Senior Interpreter/Political Assistant	G6	1.0	
Public Information Assistant	G5	1.0	
Senior Secretary	G5	1.0	
Office Assistant	G4	1.0	
Security Guard	G2	4.0	
Housekeeper	G1	1.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1.0	
National Finance Officer	NP1	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Finance Assistant	G5	1.0	
Asset Management Assistant	G4	1.0	
Procurement Assistant	G4	1.0	
Travel Assistant	G4	1.0	
Senior Driver/Dispatcher	G3	1.0	Change from programme Common Operational Costs
Archives/Records Clerk	G3	1.0	
Driver	G2	2.0	Change from programme Common Operational Costs
Receptionist	G2	1.0	
Cleaner	G1	1.0	Change from programme Common Operational Costs
Housekeeper	G1	1.0	Change from programme Common Operational Costs
<b>B.1.1 Conflict Prevention/Resolution</b>			
Programme Manager	S4	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Senior Political Officer	S3	1.0	
Military Member	S2	2.0	
Political Officer	S2	1.0	
Politico-Military Officer	S2	1.0	
National Programme Officer	NP2	1.0	
Senior Programme Assistant	G6	1.0	
Senior Interpreter/Political Assistant	G6	1.0	
Administrative Assistant	G4	1.0	
<b>B.3.1 Human Rights</b>			
<b>Monitoring/Democratization</b>			
Human Dimension Officer	S3	1.0	
Human Dimension Officer	S2	1.0	
National Legal Officer	NP1	3.0	
Programme Assistant	G5	1.0	
<b>B.3.2 Anti-Trafficking/Gender</b>			
Anti-Trafficking and Gender Officer	S3	1.0	
National Legal Officer	NP1	1.0	
National Anti-Trafficking and Gender Adviser	NP1	1.0	
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	1.0	
<b><u>Total for the Mission to Moldova</u></b>		<b><u>52.0</u></b>	
<b><u>Project Co-ordinator in Ukraine</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Project Co-ordinator	HoM	1.0	
Senior Project Officer	S3	1.0	
National Programme Co-ordinator	NP2	2.0	
National Evaluation Officer	NP1	1.0	
Personal Assistant to HoC	G5	1.0	
Security Guard	G2	2.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P3	1.0	
National Finance Officer	NP1	1.0	
National Human Resources Officer	NP1	1.0	
National Procurement Officer	NP1	1.0	
Senior Finance Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
Senior Procurement Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	
Asset Management Assistant	G5	1.0	
Human Resources Assistant	G5	1.0	
Procurement Assistant	G5	1.0	
Secretary	G4	1.0	
Senior Driver	G3	1.0	Change from programme Common Operational Costs
Driver	G2	2.0	Change from programme Common Operational Costs
Cleaner	G1	2.0	Change from programme Common Operational Costs
<b>B.3.1 Democratization and Good Governance</b>			
National Elections and Governance Officer	NP2	1.0	
National Project Officer	NP1	3.0	
Project Assistant	G5	1.0	
<b>B.3.2 Rule of Law and Human Rights</b>			
National Legal Adviser	NP3	1.0	
National Programme Manager	NP2	1.0	
National Programme Manager, Legal Reform	NP2	1.0	
National Project Officer	NP1	2.0	
National Programme Officer, Legislation	NP1	1.0	
National Project Officer, Human Rights	NP1	1.0	
Project Assistant	G5	1.0	
Project Assistant, Legal Reform	G5	1.0	
<b>B.4.1 Human Security</b>			
National Programme Manager	NP2	1.0	
National Project Officer, CTHB and Migration	NP1	1.0	
National Project Officer, Gender	NP1	1.0	
National Project Officer, Reintegration	NP1	1.0	
Senior Project Assistant	G6	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
	Project Assistant	G5	1.0
<b>B.4.2 Economic, Environmental and Politico-Military Projects</b>			
	National Programme Manager	NP2	1.0
	National Project Officer	NP1	1.0
	National Project Officer, Economic	NP1	1.0
	Senior Project Assistant	G6	1.0
	Project Assistant	G5	1.0
<b><u>Total for the Project Co-ordinator in Ukraine</u></b>			<b><u>50.0</u></b>
<b>CAUCASUS</b>			
<b><u>Office in Yerevan</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
	Head of Office	HoM	0.7
	National Programme Co-ordinator	NP2	0.7
	National Public Information Officer	NP2	0.7
	Senior Project Assistant	G6	0.7
	Senior Public Information Assistant	G6	0.7
	Interpreter/Translator	G5	0.7
	Senior Secretary	G5	0.7
	Senior Watchman	G3	0.7
	Watchman	G2	2.0
			Full post budgeted for eight months
			Full post budgeted for eight months
			Full post budgeted for eight months
			Full post budgeted for eight months
			Full post budgeted for eight months
			Full post budgeted for eight months
			Full post budgeted for eight months
			Three full posts budgeted for eight months
<b>A.2.1 Fund Administration Unit</b>			
	Chief of Fund Administration	P2	0.7
			Full post budgeted for eight months

**POST TABLE (continued)**

<b>Fund</b>	<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>				
<b>Post Title</b>				
	National Finance Officer	NP1	0.7	Full post budgeted for eight months
	Senior Administrative Assistant	G6	0.7	Full post budgeted for eight months
	Senior Finance and Treasury Assistant	G6	0.7	Full post budgeted for eight months
	Senior Human Resources Assistant	G6	0.7	Full post budgeted for eight months
	Senior ICT Assistant	G6	0.7	Full post budgeted for eight months
	Senior Procurement and Asset Management Assistant	G6	0.7	Full post budgeted for eight months
	Recruitment Assistant	G4	0.7	Full post budgeted for eight months
	Senior Driver	G3	0.7	Change from programme Common Operational Costs, full post budgeted for eight months
	Driver	G2	2.0	Change from programme Common Operational Costs, three full posts budgeted for eight months
	Cleaner	G1	1.3	Change from programme Common Operational Costs, two full posts budgeted for eight months
<b>B.1.1 Politico-Military Activities</b>				
	Politico-Military Officer	S2	0.7	Full post budgeted for eight months
	National Programme Officer	NP2	1.3	Two full posts budgeted for eight months

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
Senior Programme Assistant	G6	0.7	Full post budgeted for eight months
Programme Assistant	G5	0.7	Full post budgeted for eight months
<b>B.2.1 Economic and Environmental Activities</b>			
Economic and Environmental Officer	S2	0.7	Full post budgeted for eight months
National Programme Co-ordinator	NP1	0.7	Full post budgeted for eight months
National Programme Officer	NP1	1.3	Two full posts budgeted for eight months
Senior Programme Assistant	G6	0.7	Change from programme Good Governance, full post budgeted for eight months
Project Assistant	G5	0.7	Full post budgeted for eight months
Driver	G2	0.7	Full post budgeted for eight months
<b>B.3.1 Democratization</b>			
Democratization Officer	S2	0.7	Full post budgeted for eight months
National Programme Officer	NP2	0.7	Full post budgeted for eight months
National Programme Officer	NP1	0.7	Full post budgeted for eight months
Senior Programme Assistant	G6	1.3	Two full posts budgeted for eight months
<b>B.3.2 Human Rights</b>			
Human Rights Officer	S2	0.7	Full post budgeted for eight months
National Legal Officer	NP2	0.7	Full post budgeted for eight months

**POST TABLE (continued)**

<b>Fund</b>				
<b>Main Programme</b>		<b>Post</b>	<b>Number</b>	
<b>Programme</b>		<b>Grade</b>	<b>of Posts</b>	<b>Note</b>
Post Title				
Senior Programme Assistant		G6	0.7	Full post budgeted for eight months
<b>B.4.1 Good Governance</b>				
Deputy Head of Office		DHoM	0.7	Full post budgeted for eight months
National Programme Officer		NP2	0.7	Full post budgeted for eight months
Senior Programme Assistant		G6	0.7	Full post budgeted for eight months
<b><u>Total for the Office in Yerevan</u></b>			<b><u>31.9</u></b>	
<b><u>High-Level Planning Group</u></b>				
<b>A.1.1 Office of Head of Mission</b>				
Officer		S	8.0	
Senior Administrative Assistant		G6	1.0	
<b><u>Total for the High-Level Planning Group</u></b>			<b><u>9.0</u></b>	
<b><u>Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference</u></b>				
<b>A.1.1 Office of Head of Mission</b>				
Personal Representative of the CiO		HoM	1.0	
Field Assistant to the PR		S2	3.0	
Personal Assistant to the PR		S2	1.0	
<b>A.2.1 Fund Administration Unit</b>				
Chief of Fund Administration		P2	1.0	
Senior Administrative Assistant		G6	1.0	
Finance and Treasury Assistant		G5	1.0	
Procurement/Asset Management Assistant		G4	1.0	
Senior Driver		G3	1.0	Change from programme Common Operational Costs
Driver – Baku		G3	1.0	Change from programme Common Operational Costs

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
Driver – Stepanakert/Khankendi	G3	1.0	Change from programme Common Operational Costs
Driver Instructor/Mechanic – Tbilisi	G3	1.0	Change from programme Common Operational Costs
Driver – Yerevan	G3	1.0	Change from programme Common Operational Costs
Housekeeper – Baku	G1	1.0	Change from programme Common Operational Costs
Housekeeper – Stepanakert/Khankendi	G1	1.0	Change from programme Common Operational Costs
Housekeeper – Yerevan	G1	1.0	Change from programme Common Operational Costs
<b><u>Total for the Personal Representative of the</u></b>		<b><u>17.0</u></b>	
<b><u>CiO on the Conflict Dealt with by the</u></b>			
<b><u>Minsk Conference</u></b>			

**CENTRAL ASIA****Programme Office in Astana****A.1.1 Office of Head of Mission**

Head of Programme Office	HoM	1.0
Deputy Head of Programme Office	DHoM	1.0
Assistant to Head of Programme Office	G5	1.0
Office Assistant	G4	1.0

**A.2.1 Fund Administration Unit**

Chief of Fund Administration	P2	1.0
National Administrative Officer	NP1	1.0

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Senior Finance Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Procurement/Asset Management Assistant	G5	1.0	
Finance/Treasury Assistant	G5	1.0	
Human Resources/Payroll Assistant	G5	1.0	
Senior Driver	G3	1.0	Change from programme Common Operational Costs
Travel Clerk	G3	1.0	
Driver	G2	2.0	Change from programme Common Operational Costs
Cleaner	G1	1.0	Change from programme Common Operational Costs
<b>B.1.1 Politico-Military Activities</b>			
Political Officer	S2	1.0	
National Political/Media Officer	NP1	1.0	
Senior Project Assistant	G6	1.0	
Programme Assistant	G5	1.0	
<b>B.2.1 Economic and Environmental Activities</b>			
Economic and Environmental Officer	S2	1.0	
National Economic and Environmental Officer	NP1	1.0	
Senior Project Assistant	G6	2.0	
<b>B.3.1 Human Dimension Activities</b>			
Human Dimension Officer	S2	1.0	
National Legal Officer	NP1	1.0	
Senior Legal Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
<b><u>Total for the Programme Office in Astana</u></b>		<b><u>28.0</u></b>	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
<b><u>Centre in Ashgabat</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Centre	HoM	1.0	
Project Co-ordinator	S3	1.0	
National Legal Adviser	NP2	1.0	
National Public Information Officer	NP1	1.0	
Project Co-ordination Assistant	G5	1.0	
Senior Secretary	G5	1.0	
Security Guard	G2	4.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1.0	
Senior Finance Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Procurement/Asset Management Assistant	G5	1.0	
Human Resources and Payroll Assistant	G5	1.0	
Senior Driver	G3	1.0	Change from programme Common Operational Costs
Driver	G2	2.0	Change from programme Common Operational Costs
Cleaner	G1	1.0	Change from programme Common Operational Costs
<b>B.1.1 Conflict Prevention and Confidence- and Security-Building</b>			
Political Officer	S2	1.0	
Senior Programme Assistant	G6	1.0	
<b>B.2.1 Economic and Environmental Activities</b>			
Economic and Environmental Officer	S2	1.0	
Programme Assistant	G5	1.0	
<b>B.3.1 Human Dimension Activities</b>			
Human Dimension Officer	S2	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Programme Assistant	G5	1.0	
<b><u>Total for the Centre in Ashgabat</u></b>		<b><u>25.0</u></b>	
<b><u>Programme Office in Bishkek</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Programme Office	HoM	1.0	
Deputy Head of Programme Office	DHoM	1.0	
Security Officer	P2	1.0	
Programme Co-ordinator	S3	1.0	
Senior Political Officer	S3	1.0	
Senior Executive Officer	S3	1.0	
Senior Field Representative of the Head of Programme Office	S3	0.6	Full post budgeted for seven months
Field Officer	S2	0.6	Full post budgeted for seven months
National Legal Officer	NP2	1.0	
National Press and Public Information Officer	NP2	1.0	
National Security Officer	NP2	1.0	
National Executive Officer	NP1	1.0	
National Security Officer	NP1	1.0	
Senior Political Assistant	G6	1.0	
Political Assistant	G5	1.0	
Programme Assistant	G5	6.0	
Public Information Assistant	G5	1.0	Upgrade
Security Assistant	G5	0.6	Full post budgeted for seven months
Translator/Interpreter	G5	1.0	
Office Assistant	G4	2.0	
Senior Security Guard	G3	2.0	
Senior Security Guard	G3	0.6	Full post budgeted for seven months
Security Guard	G2	5.0	
Security Guard	G2	4.1	Seven full posts budgeted for seven months
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P3	1.0	
Procurement Officer	P2	1.0	
Administrative and Finance Officer	P2	1.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Main Programme</b>	<b>Grade</b>	<b>of Posts</b>	
<b>Programme</b>			
<b>Post Title</b>			
National Finance Officer	NP2	1.0	
National Human Resources Officer	NP2	1.0	Upgrade
National Administrative Officer	NP1	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Asset Management Assistant	G5	1.0	
Finance and Treasury Assistant	G5	1.0	
Finance Assistant	G5	3.0	
Human Resources Assistant	G5	1.0	Upgrade
ICT Assistant	G5	1.0	
ICT Assistant	G5	0.6	Full post budgeted for seven months
Procurement Assistant	G5	2.0	
Treasury Assistant	G5	1.0	
Office Assistant	G4	1.0	
Procurement Assistant	G4	1.0	
Transport Assistant	G4	1.0	
Travel Assistant	G4	1.0	
Administrative Assistant	G4	1.0	
Office Clerk	G3	1.0	
Senior Driver	G3	1.0	Change from programme Common Operational Costs
Transport Clerk	G3	1.0	Change from programme Common Operational Costs
Driver	G2	5.0	Change from programme Common Operational Costs
Driver	G2	1.2	Change from programme Common Operational Costs, two full posts budgeted for seven months

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Cleaner	G1	4.0	Change from programme Common Operational Costs
Cleaner	G1	1.2	Change from programme Common Operational Costs, two full posts budgeted for seven months
<b>B.1.1 Politico-Military Activities</b>			
Head, Politico-Military Unit	S4	1.0	
Senior Police Adviser	S3	1.0	
Senior Politico-Military Officer	S3	1.0	
Border Issues Co-ordination Officer	S2	1.0	
Democratic Governance Officer	S2	1.0	
Organized Crime Adviser	S2	1.0	
National Programme Officer	NP1	1.0	
National Counter-Terrorism Officer	NP1	0.5	New post, full post budgeted for six months. Subject to classification.
National Border Management Officer	NP1	0.5	New post, full post budgeted for six months. Subject to classification.
Senior Programme Assistant	G6	8.0	
Senior Project Assistant	G6	1.0	
Project Assistant	G5	1.0	
Administrative Assistant	G5	0.5	New post, full post budgeted for six months. Subject to classification.
<b>B.2.1 Economic and Environmental Activities</b>			
Senior Economic and Environmental Officer	S3	1.0	
Economic and Environmental Officer	S2	0.6	Full post budgeted for seven months

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Economic Governance Officer	S2	1.0	
Environmental Officer	S2	1.0	
National Programme Officer	NP1	1.0	
National Anti-Corruption Officer	NP1	0.5	New post, full post budgeted for six months. Subject to classification.
National Customs and Transport Officer	NP1	0.5	New post, full post budgeted for six months. Subject to classification.
Senior Programme Assistant	G6	5.0	
Senior Project Assistant	G6	1.0	
Administrative Assistant	G5	0.5	New post, full post budgeted for six months. Subject to classification.
<b>B.3.1 Human Dimension Activities</b>			
Senior Human Dimension Officer	S3	1.0	
Human Dimension Officer	S2	1.0	
Rule of Law Officer	S2	1.0	
National Legal Officer	NP1	1.0	New post
National Human Rights Officer	NP1	0.5	New post, full post budgeted for six months. Subject to classification.
National Democratic Institutions Officer	NP1	0.5	New post, full post budgeted for six months. Subject to classification.
Senior Programme Assistant	G6	4.0	
Senior Programme Assistant	G6	1.0	New post
Programme Assistant	G5	1.0	
Administrative Assistant	G5	0.5	New post, full post budgeted for six months. Subject to classification.
<b>Total for the Programme Office in Bishkek</b>		<b>117.4</b>	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b><u>Project Co-ordinator in Uzbekistan</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of the Office	HoM	1.0	
National Project Officer	NP2	1.0	
Senior Secretary	G5	1.0	
Language Assistant	G5	1.0	New post
Senior Security Guard	G3	1.0	
Security Guard	G2	4.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	NP2	1.0	
Senior Finance Assistant	G6	1.0	
Asset Management Assistant	G5	1.0	
Human Resources Assistant	G5	1.0	
Information Technology Assistant	G5	1.0	
Senior Driver	G3	1.0	Change from programme Common Operational Costs
Driver	G2	1.0	Change from programme Common Operational Costs
Cleaner	G1	2.0	Change from programme Common Operational Costs
<b>B.1.1 Politico-Military Activities</b>			
National Project Officer	NP2	1.0	
Programme Assistant	G5	1.0	
<b>B.2.1 Economic and Environmental Activities</b>			
Senior Project Officer	S2	1.0	
National Economic and Environmental Officer	NP2	1.0	
Programme Assistant	G5	1.0	
<b>B.3.1 Human Dimension Activities</b>			
Senior Project Officer	S2	1.0	
National Project Officer	NP2	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Programme Assistant	G5	1.0	
<b><u>Total for the Project Co-ordinator in Uzbekistan</u></b>		<b><u>26.0</u></b>	
<b><u>Office in Tajikistan</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Office	HoM	1.0	
Deputy Head of Office	DHoM	1.0	
Security Officer	P3	1.0	
Senior Executive Officer	S3	1.0	
Field Officer	S2	3.0	
Political Officer	S2	1.0	
National Project Co-ordination Officer	NP1	1.0	
National Security Officer	NP1	1.0	
Senior Field Assistant	G6	1.0	
Senior Legal Assistant	G6	1.0	
Senior Press and Public Information Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
Senior Assistant Translator/Interpreter	G6	1.0	
Field Assistant	G5	6.0	
Field Programme Assistant	G5	1.0	
Project Assistant	G5	1.0	
Senior Secretary	G5	2.0	
Administrative Assistant	G4	3.0	
Receptionist	G3	1.0	
Senior Security Guard	G3	1.0	
Driver	G2	3.0	Change from programme Fund Administration Unit
Security Guard	G2	32.0	
Cleaner	G1	5.0	Change from programme Fund Administration Unit
Cook	G1	3.0	
<b>A.2.1 Fund Administration Unit</b>			
Chief, Administration and Finance	P4	1.0	
Finance Officer	P2	1.0	
Materials Management Officer	P2	1.0	
National Accounting Officer	NP1	1.0	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Main Programme</b>	<b>Grade</b>	<b>of Posts</b>	
<b>Programme</b>			
<b>Post Title</b>			
National Human Resources Officer	NP1	1.0	
National IT/Communications Officer	NP1	1.0	
National Building Maintenance Officer	NP1	1.0	
Senior Asset Management Assistant	G6	1.0	
Senior Payroll Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Asset Management Assistant	G5	1.0	
Budget Assistant	G5	1.0	
Communications Assistant	G5	1.0	
Finance Assistant	G5	3.0	
Finance Assistant	G5	1.0	New post
IT Assistant	G5	1.0	
Procurement Assistant	G5	2.0	
Travel Assistant	G5	1.0	
Recruitment and Training Assistant	G5	1.0	
Building Maintenance Assistant	G4	1.0	
Human Resources Assistant	G4	1.0	
Transport Assistant	G4	1.0	
IT Help Desk Technician	G4	1.0	
Driver/Mechanic	G3	2.0	Change from programme Common Operational Costs
Senior Driver	G3	1.0	Change from programme Common Operational Costs
Warehouse Clerk	G3	1.0	
Driver	G2	6.0	Change from programme Common Operational Costs
Handyman	G2	1.0	Change from programme Common Operational Costs

**POST TABLE (continued)**

<b>Fund</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Main Programme</b>	<b>Grade</b>	<b>of Posts</b>	
<b>Programme</b>			
<b>Post Title</b>			
Senior Cook	G2	1.0	Change from programme Common Operational Costs
Cleaner	G1	3.0	Change from programme Common Operational Costs
Cook	G1	1.0	Change from programme Common Operational Costs
<b>B.1.1 Political and Military Aspects of Security</b>			
Head, Politico-Military Department	S3	1.0	
Border Management Adviser	S2	1.0	
Border Management Officer	S2	1.0	
Counter-Terrorism and Police Issues Adviser	S2	1.0	
De-Mining Officer	S2	1.0	
National Politico-Military Officer	NP2	1.0	
National Border Management Officer	NP1	1.0	
National Programme Officer	NP1	2.0	
National Political Dialogue Officer	NP1	1.0	
National Police Assistance Officer	NP1	1.0	
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	6.0	
Project Assistant	G5	1.0	
<b>B.2.1 Economic and Environmental Activities</b>			
Head, Economic and Environmental Department	S3	1.0	
Senior Anti-Corruption Officer	S3	1.0	
Economic Officer	S2	1.0	
Water and Energy Policy Adviser	S2	1.0	
Field Officer, Economic and Environmental Issues	S1	1.0	
National Environmental Officer	NP1	1.0	
National Programme Officer	NP1	1.0	
Administrative Assistant	G5	1.0	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Programme Assistant	G5	5.0	
Project Assistant	G5	1.0	
<b>B.3.1 Human Dimension Activities</b>			
Head, Human Dimension Department	S3	1.0	
Democratization Officer	S2	1.0	
Gender and Anti-Trafficking Officer	S2	1.0	
Human Rights Officer	S2	1.0	
Media Officer	S2	1.0	
Rule of Law Officer	S2	1.0	
National Gender Officer	NP1	1.0	
National Media Development Officer	NP1	1.0	
National Programme Officer, Human Rights	NP1	1.0	
Senior Programme Assistant	G6	2.0	
Programme Assistant	G5	4.0	
Project Assistant	G5	1.0	
Senior Secretary	G5	1.0	
<b><u>Total for the Office in Tajikistan</u></b>		<b><u>167.0</u></b>	
<b><u>GRAND TOTAL</u></b>		<b><u>2,320.6</u></b>	

**INTERPRETATIVE STATEMENT UNDER  
PARAGRAPH IV.1(A)6 OF THE RULES OF PROCEDURE  
OF THE ORGANIZATION FOR SECURITY AND  
CO-OPERATION IN EUROPE**

The delegation of Malta, in its capacity as EU Presidency, passed the floor to the representative of the European Union, who delivered the following statement:

“The Member States of the European Union welcome the adoption of the OSCE Unified Budget for 2017 and regret the increasing number of delays in its adoption over the last few months. They recognize the difficulty of this budgetary exercise in the current context and reiterate their support to the Austrian Chairmanship in implementing it. We should like to take this opportunity of honouring the memory of our colleague Hans-Michael Plut, who chaired the Advisory Committee on Management and Finance in such a competent and talented way in the first months of the negotiations on the budget that we are approving today. He will be greatly missed.

Unfortunately, as in previous years, this budget presents a number of recurrent difficulties.

The limited number of credits allocated to the Office for Democratic Institutions and Human Rights (ODIHR) remains highly inadequate given the current issues and challenges. It is a matter of extreme concern and jeopardizes the ODIHR’s ability to fully accomplish its mandate. The Office in Warsaw sees its scope for action narrowed and threatened from year to year by the reduction in resources, in particular in the area of election observation, which merely exposes all of the participating States unnecessarily to additional costs that are bound to give rise to inevitable demands for extrabudgetary funds as a result of this artificial reduction. We reiterate our support for the existing election observation methodology. It should not be called into question on account of budgetary constraints. We remain determined to rectify this situation and have spared no efforts in that regard.

The situation with respect to the budget for the Representative on Freedom of the Media and the High Commissioner on National Minorities is no less worrying. These two institutions should also receive more resources. We deplore the fact that, as every year, some countries continue to obstruct this in spite of the limited financial stakes and the commitments that they themselves have undertaken within the OSCE.

We should like to reiterate our full support for the mandates of the three autonomous institutions and stress the importance of providing them with human and financial resources sufficient for them to carry out their mandates properly.

We regret the continued erosion of the budgets for the field missions.

The missions in Central Asia are still under-budgeted and the allocations correspond less and less to the security challenges encountered in that region. In that context, we make reference to our interpretative statements on the adoption of the new mandates for the field missions in Bishkek and Dushanbe.

Given the context and the challenges still existing in South-Eastern Europe, we fail to understand the demands for reducing the budget of some missions in the region, where these resources are needed more than ever to enable the OSCE to see through the task it has been assigned.

Likewise, we are disappointed and concerned at the restrictions placed on the resources for the staff of the Project Co-ordinator in Ukraine.

We recall our strong support for better control of the costs of the Secretariat, which continue to grow. We are committed to supporting the positive impetus to reforms provided by the Working Group on Horizontal Issues and would like to see its work continue in other areas. We welcome the increased attention that the Secretariat is to give to the evaluation by sharing its key performance indicators without further ado with the participating States.

We should like to see a review from this year of the implementation of the new methodology for calculating board and lodging allowances (BLA). This review should take place with account taken of the feedback and reform of the policy for seconded OSCE staff. We expect that from 2018 the BLA rate for the team of the Permanent Representative of the Chairperson-in-Office on the Conflict Dealt with by the OSCE Minsk Conference will be brought into line, so that the same methodology is used for all executive structures within the framework of the Unified Budget.

The discussion of the 2017 budget has also once again demonstrated the urgent need to find a solution for the Augmentations Fund with account taken of the financial arrangement adopted by the participating States regarding their level of contribution. We reiterate our support for the continued transfer of the posts concerned to the scale for the Secretariat.

Finally, we look forward to a solution to the question of reimbursement from the Unified Budget of taxes levied by certain participating States on the income of local mission staff. The discussion and consultations that have taken place for many years have revealed directions that should now form the basis without delay for concrete and formal proposals by the Secretariat. We shall be looking out for them.

In conclusion, we note with satisfaction that within the Secretariat the Conflict Prevention Centre will still have sufficient human resources to continue to deal with the crisis in Ukraine and with other priorities, through the addition of four new support posts for the Special Monitoring Mission in the Secretariat financed through the Unified Budget.

We request that this statement be appended to the decision adopted and included in the journal of the day.”

The candidate countries the former Yugoslav Republic of Macedonia<sup>1</sup>, Montenegro<sup>1</sup>, Serbia<sup>1</sup> and Albania<sup>1</sup> and the country of the Stabilisation and Association Process and potential candidate Bosnia and Herzegovina align themselves with this statement.

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1 The former Yugoslav Republic of Macedonia, Montenegro, Serbia and Albania continue to be part of the Stabilisation and Association Process.

**INTERPRETATIVE STATEMENT UNDER  
PARAGRAPH IV.1(A)6 OF THE RULES OF PROCEDURE  
OF THE ORGANIZATION FOR SECURITY AND  
CO-OPERATION IN EUROPE**

By the delegation of the United States of America:

“The United States wishes to make an interpretative statement under paragraph IV.1(A)6 of the Rules of Procedure of the Organization for Security and Co-operation in Europe.

The United States commends the efforts of the Austrian Chairmanship during difficult budget discussions this year. Without such leadership, today’s decision on the 2017 Unified Budget would not have been possible.

We have joined consensus on the 2017 Unified Budget because we believe in the OSCE and the OSCE must have a budget to move forward with its critical programmes and activities. But this budget is far from ideal and we believe it falls short in several vital areas.

We are disappointed that the budget does not sufficiently meet the resource needs of the OSCE’s three independent institutions: the Office for Democratic Institutions and Human Rights (ODIHR), the High Commissioner on National Minorities (HCNM), and the Representative for Freedom of the Media (RFoM). These institutions have been underfunded for many years, hampering their ability to implement their mandates to assist participating States to meet their OSCE commitments under the Helsinki Final Act and subsequent instruments. As responsible stewards of the OSCE’s financial resources, we must ensure that these institutions receive adequate funding.

Russian aggression in Ukraine continues to place tremendous pressure on the resources of the Project Co-ordinator in Ukraine (PCU). We regret that the budget does not provide for the additional funding requested to allow the PCU to provide the appropriate level of support to the Government of Ukraine in its pursuit of a democratic, secure, and prosperous future for the country and its people.

We equally regret the impending closure of the OSCE Office in Yerevan – the OSCE’s last field operation in the South Caucasus – the OSCE Programme Office in Bishkek’s Osh presence, and the OSCE Office in Tajikistan’s field offices. Field operations provide invaluable support to their host countries by providing early warning and crisis management, and promoting dialogue between government and civil society. Field operations further contribute to regional security co-operation, regional economic integration, democratic reforms, good governance, and promoting human rights and freedoms.

For another year, we are disappointed that the Border Management Staff College, one of Central Asia's only forums for regional border security and co-operation with neighbouring Afghanistan, was excluded from the Unified Budget.

Finally, we continue to be concerned about rising administrative costs. We therefore encourage the Secretariat to fully implement cost-containment measures and to offset future budget increases with additional efficiencies.

The OSCE region has many growing security challenges. We call on all participating States to take a renewed look at the unique role of this Organization to meet security threats head on and to ensure that it has the resources necessary to carry out its vital mandates.

The United States requests that this statement be appended to the adopted decision and recorded in the journal of the day.

Thank you, Mr. Chairperson.”

**INTERPRETATIVE STATEMENT UNDER  
PARAGRAPH IV.1(A)6 OF THE RULES OF PROCEDURE  
OF THE ORGANIZATION FOR SECURITY AND  
CO-OPERATION IN EUROPE**

By the delegation of Kazakhstan:

“Mr. Chairperson,

The delegation of Kazakhstan would like to make the following interpretative statement under paragraph IV.1(A)6 of the OSCE Rules of Procedure in connection with the adoption of the Permanent Council decision on the 2017 Unified Budget.

We welcome the fact that eventually we reached consensus on the 2017 Unified Budget, although the decision was not adopted in due time.

We commend the inclusion in this decision of a paragraph proposed by Kazakhstan, although in a shortened version, which requires all Fund Managers to share an open-ended list of Unified Budget projects with all participating States twice a year. Our interpretation of this paragraph is that the requirement to issue these lists of projects twice a year is valid for all future years starting from 2017, unless explicitly overruled by the Permanent Council by consensus.

Kazakhstan expects that this requirement would ensure compliance of all Fund Managers with one of the basic norms governing the work of this Organization – that any activity of any OSCE executive structure must be carried out with consent of a hosting participating State and with full transparency to all participating States.

We expect that, from now on, any Fund Manager shall provide, at the request of any participating State and at any time, more substantive and detailed information about its programmatic and project activities to the concerned participating State. We therefore consider this requirement as a useful supplementary tool for verifying compliance of OSCE executive structures with their mandates and other guidance given by participating States, in addition to the oversight exercised by the Permanent Council through the Unified Budget process.

Mr. Chairperson,

I request that this interpretive statement be attached to the decision and included in the journal of the day.

I thank you.”

**INTERPRETATIVE STATEMENT UNDER  
PARAGRAPH IV.1(A)6 OF THE RULES OF PROCEDURE  
OF THE ORGANIZATION FOR SECURITY AND  
CO-OPERATION IN EUROPE**

By the delegation of France:

“France aligns itself with the interpretative statement made on behalf of the Member States of the European Union.

It would also like to make an interpretative statement in its own name under paragraph IV.1(A)6 of the Rules of Procedure of the OSCE regarding the following elements.

The late adoption of the Unified Budget for 2017 is all the more regrettable and prejudicial to the smooth functioning of our Organization in a difficult context for being the result of tactical games most often motivated by political objectives not closely connected with real discussion issues and contrary to the higher interests pursued within the OSCE.

France deplores the fact that its own legitimate interests and demands have been neglected as a result, in spite of the consistent financial and political support it has given to the Organization.

In spite of the highly unsatisfactory nature of this budget, in particular because of the continuing threat it poses to the effectiveness of the autonomous institutions and several field missions, France has joined the consensus subject to the following interpretations:

- The omission from the Unified Budget of the costs of interpretation for the two preparatory meetings for the annual Economic and Environmental Forum because of the exceptional and unusual circumstance that they were held in two of the six official OSCE languages is a solution that should be regarded as definitive and permanent;
- The unusual and unjustified continuation of the Augmentations Fund, whose abolition has been demanded for too many years now, is no longer acceptable. From this year, France will no longer pay the contributions unduly attributed to it in that regard. It urges the large majority of participating States in the same situation to do likewise;
- France reserves the right to do the same regarding its contribution to the inappropriate reimbursement to local OSCE mission staff of income tax that some participating States continue to levy, if concrete solutions are not proposed and implemented within the Unified Budget for 2018;

- The new methodology for calculating the board and lodging allowance (BLA), whose inclusion in the 2017 budget France has consistently opposed, should only apply to the 2017 budget year and should be subject to review this very year, particularly in relation to the reform of the policy regarding the employment of seconded staff, which is closely linked with the BLA. France cannot accept a misuse of the secondment system that would turn the BLA into a remuneration package compensating for the failure by certain participating States to pay the staff. The long-term application of a revised methodology will not be acceptable unless all of the OSCE missions and posts concerned are subject to it;
- Finally, any increase in expenditure under the Organization’s Unified Budget remains subject to the review of the scales of contributions, which is to take place at the end of this year on the expiry of the current scales, whose simple renewal will not be considered by France.

If the OSCE participating States are on an equal footing in political terms, they are not equal when it comes to their financial contributions. We would recall once again that France is one of the main contributors to our Organization, accounting for over 10 per cent of its budget. The European Union and its Member States contribute 70 per cent of the OSCE budget, the North American participating States 20 per cent, and Switzerland and Norway 5 per cent, while 40 of the 57 participating States each contribute less than 1 per cent. This situation is untenable.

Mr. Chairperson, I request that this statement be appended to the decision adopted, and included in the journal of the day.”

**INTERPRETATIVE STATEMENT UNDER  
PARAGRAPH IV.1(A)6 OF THE RULES OF PROCEDURE  
OF THE ORGANIZATION FOR SECURITY AND  
CO-OPERATION IN EUROPE**

By the delegation of the Russian Federation:

“Having joined the consensus regarding the Permanent Council decision on the approval of the 2017 Unified Budget, the delegation of the Russian Federation notes the following.

The OSCE budget is the key instrument for financing the Organization’s activities aimed at implementing the decisions of the OSCE decision-making bodies. This document should, therefore, be inclusive and reflect the interests of all participating States, and the budget process itself should not be linked to discussions on the agreement of future scales of contributions.

Unfortunately, we note continuing attempts to preserve the unjustified bias in the budget in favour of the humanitarian basket. In this area the OSCE executive structures continue to demonstrate a politicized approach and double standards, at times allowing a departure from their mandates and elaborating non-consensus programmes and documents at will. We therefore continue to advocate that the budgetary resources allocated to these structures be used exclusively for programmatic activities approved by all countries. In the absence of Ministerial Council decisions on new tasks for the OSCE institutions, we see no grounds for an increase in their budget forecasts.

We trust that the Office for Democratic Institutions and Human Rights (ODIHR) will heed the comments and proposals of the Russian Federation regarding all aspects of the Office’s activities, above all in the electoral sphere. We believe that there is a need for a fundamental change in the ODIHR’s current election observation methodology, which should be based on principles and rules approved by all participating States.

In view of the growing overall OSCE expenditure brought about by the increase in the budget of the OSCE Special Monitoring Mission to Ukraine, it is essential that the ODIHR and other institutions along with the field presences pay particular attention to measures for improving the effectiveness and transparency of the use of budgetary resources.

We assume that all OSCE field presences will spend their funds solely on the implementation of mandated tasks, work on the basis of consensus decisions and regularly report on their project activities, including detailed information on all projects, their purpose, cost, implementation time-frame and the implementing partners. All projects should be

agreed upon with the authorities of the host States. This requirement also applies to the project activities of the institutions in the humanitarian sphere.

We trust that the heads of all the executive structures will take our comments into consideration.

We request that this statement be appended to the decision adopted, and included in the journal of the day.”

**INTERPRETATIVE STATEMENT UNDER  
PARAGRAPH IV.1(A)6 OF THE RULES OF PROCEDURE  
OF THE ORGANIZATION FOR SECURITY AND  
CO-OPERATION IN EUROPE**

By the 2017 OSCE Chairmanship, Austria:

“I should like to make the following interpretative statement under paragraph IV.1(A)6 of the OSCE Rules of Procedure.

With regard to the paragraph 6 of the Permanent Council decision on approval of the 2017 Unified Budget, which tasks the OSCE Secretariat to implement the new methodology of calculation of the board and lodging allowance (BLA) for Unified Budget funded field operations with a view to more closely reflecting both efficiencies as well as alignment with cost indicators provided through the UN Common System, I would like to express that the Chairmanship will task the OSCE Secretariat to review the implementation of the new BLA methodology, based on lessons learned in 2017, by the end of the year. We will also devote particular attention to the reform of the secondment policy as it closely relates to the BLA methodology.

This statement will be attached to the decision and to the journal of the day.”